Harmonizing Lives and Earth:

A Visionary Journey of Global Sustainability

Sustainability Report 2023

A Journey towards a Sustainable Future

A message from the

Managing Director Ankit Agarwal

Dear Stakeholders,

I am pleased to present the sustainability report of Sterlite Technologies Limited (STL) for FY23. This report is a testament to our unwavering commitment to a sustainable future.

We believe that ESG is more than just ensuring environmental, social and governance compliances. ESG initiatives are an integral part of our business strategy. It is about driving positive impact for our stakeholders while focusing on long term sustainability. It is our responsibility to contribute to protecting the environment and creating shared value for all stakeholders.

It is our endeavour to develop green, resilient, and sustainable digital networks. We focus on growing responsibly by ensuring environment friendly and ethical operations.

We have set ambitious sustainability goals and are working hard to achieve them. The report outlines the long-term impact our actions have on the environment, society, and the economy.

We have made significant strides in embracing sustainable practices. We are committed to reducing our carbon footprint, minimizing waste, attaining water positivity, circularity, and promoting sustainable practices throughout our operations. These initiatives are key to our purpose of *Transforming Billions of Lives by Connecting the World*.

With a focus to achieving net zero emissions by 2030, we have committed to the Science Based Targets Initiative in FY23. We are targeting to achieve net zero emissions by transitioning to renewables and adopting energy efficiency measures.

Our targets for water positivity, Zero Waste to Landfill certifications, life cycle assessment of optical products, and sustainable sourcing, reflect our commitment to a greener planet. We are also determined to explore innovative solutions to reduce the use of plastics in our products and packaging.

We are governed by the highest moral and ethical standards. Our commitment to upholding ethical business practices, promoting diversity and inclusivity, and empowering local communities has contributed to our vision of creating shared value. We contribute towards UN Sustainable Development Goals (SDGs) through our operations and CSR initiatives and ensure that our practices are aligned with UN Global Compact (UNGC) and the UN Women Empowerment Principles (UN WEP).

Through our ESG efforts, we contribute towards national priorities, including Swachh Bharat Mission (waste management), Beti-padao-beti-bachao (gender equality), Project on Climate Resilient Agriculture (POCRA Maharashtra), Atal Bhujan Yojna (water conservation), Jal Jeevan Mission (access to clean drinking water and conservation), Mission Green India and the National Afforestation Programme (NAP) Scheme.

Sustainability is a continuous journey for us, and we must remain proactive in our approach. We will continue to raise the bar on sustainability not just within our operations but across the value chain.

I extend my deepest gratitude to our stakeholders for supporting us in this journey. Their unwavering support and collaboration inspire us to reach greater heights for a greener future.

Thank you for taking the time to read the report.

-Ankit

A message from the

Global ESG Head Akanksha Sharma

Climate change, sustainable development, and other environmental, social, and governance (ESG) concerns are now the core focus of government and corporate discussions worldwide. Corporate strategies must therefore adapt to the changes brought about by globalization, technology, society, customer behavior, the economic slowdown, and the global pandemic while also considering profitability and business performance. Embedding ESG into a company's strategy has become more important than ever.

For us, ESG is about being future-ready, responsive to changing scenarios, and responsible. We are developing products that promote a low-carbon future while reducing our environmental impact and addressing climate change. However, to ensure sustainable transformation, action on ESG must be taken across the entire value chain, including communities.

We therefore work with partners to reduce packaging and waste, mitigate global issues such as gender inequality and a lack of healthcare and education for marginalized communities, and conserve the environment. Technology is the common denominator that links all of our initiatives to deliver transformation and shared value to each of our stakeholders. Collective action and partnering across industries, governments, and society enable us to create greater impact and address common challenges effectively.

When it comes to our operations, our core principles are centred around the notion of a circular economy. All products will now undergo life cycle assessments, and zero waste to landfills is a mandatory certification for every manufacturing facility.

To ensure utmost safety and environmental consciousness, we have implemented a robust quality, environment, health, and safety framework that effectively minimizes accidents and mitigates operational impacts. With a net-zero target set for 2030 and our commitment to the Science-Based Targets Initiative, we are actively exploring various strategies to reduce our Scope 1, 2, and 3 emissions.

A materiality and ESG risk assessment is regularly done and reviewed. This ensures we understand our priorities, emerging risks, and the opportunities that being sustainable provides us with. Our vision is to transform billions of lives through digital networks. To make this a reality, we strive to make sure that our products and services are not just best-in-class but also green and efficient in providing last-mile connectivity to those who need it the most. We have elaborated on our efforts in the FY23 Sustainability Report which also outlines our plans to make the world a better place beyond tomorrow.

Thank you for reading.

-Akanksha

About the Report

As a part of our unwavering commitment to transparently convey our progress on environmental, social, and governance (ESG) initiatives during the past fiscal year, we present the FY23 annual sustainability report.

This comprehensive report highlights our progress in weaving ESG considerations into our business strategy. Sustainability is deeply embedded in our fundamental principles and directs our every move. Merging ESG and business pursuits helps us in creating shared value for all our stakeholders.

Our determination and actions remain steadfast. Equipped with strategic competencies, an innovative range of offerings, and exceptional people-centered approaches, our alignment with the grand objective of "Enhancing the Lives of Billions through Global Connectivity" is stronger than before. As we progress, we will persist in expanding these horizons to streamline connectivity and lay the groundwork for resilient digital networks for a sustainable tomorrow.

Navigating insights, framing excellence: unveiling the reporting frameworks

This report has been drafted with reference to the Global Reporting Initiative (GRI) Universal Standards 2021. Moreover, it aligns with the standards established by Sustainability Accounting Standards Board (SASB).

We have also included references for United Nations Environment Principles (UNEP), UN Women Empowerment Principles (UNWEP), and International Finance Corporation (IFC) performance standards.

Our endeavors contribute to diverse objectives delineated in the United Nations Sustainable Development Goals (SDGs), and we are reporting our contributions through this sustainability report.

Exploring limits, expanding horizons: scope and boundary redefined

This report focuses on the sustainability performance of STL's operations, which include six plants in India, two plants in Italy, one plant in United States, one plant in China, five offices and five warehouses in India. The FY22 data used in this report does not include US and China plant as they were not operational.

Building bridges, shaping visions: uniting voices in stakeholder engagement

This report encapsulates information that we regard as highly significant for our valued stakeholders. These stakeholders include our esteemed clients, business partners, suppliers, shareholders and investors, contractors, merchants and retailers, media, societies, government authorities, and employees. We hold the perspective of our stakeholders in high esteem and actively engage with them on regular basis to proactively understand their concerns and provide suitable responses.

During materiality assessment exercise, we embarked on thorough consultations to gather inputs and feedback from our stakeholders. This inclusive approach helped us in comprehending the priorities of our stakeholders.

To bolster these priorities, we conducted extensive sector-specific peer reviews and meticulous desk-based secondary research. Our approach to materiality assessment aligns closely with the standards set by Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Furthermore, we take measures to ensure that these priorities harmonise seamlessly with our overarching vision, values, and both short-term and long-term business objectives.

FEEDBACK

We hope you find this report interesting and informative

Please share your feedback and suggestions to sterlite.csr@stl.tech Or Sterlite Technologies Limited, Godrej Millennium 9, Koregaon Road, Pune - 411 001, Maharashtra, India, Phone +91 20 30514000, www.stl.tech

Our Company Overview

STL stands out as a prominent global optical and digital solutions company providing advanced offerings to build 5G, Rural, FTTx, Enterprise and Data Centre networks. Our expertise spans across Optical Networking services and software.

We are driven by the purpose of 'Transforming Billions of Lives by Connecting the World', serving customers across 4 continents and nearly 100 countries.

Telecom operators, cloud companies, citizen networks, and large enterprises recognize and rely on us for our advanced capabilities in optical networking, global services, and digital and technology solutions to build ubiquitous and future-ready digital networks.

Our business goals are driven by customer-centricity, R&D and sustainability. Championing sustainable manufacturing, we have committed to achieve Net Zero emissions by 2030. With top talent from 30+ nationalities, we have been voted as the 'Best Organization for Women'.

Our distinctive capabilities have made us the preferred partner for telecom operators, community networks, large corporations, and cloud enterprises not only in India but also globally. Through these endeavours, we are fulfilling our mission of revolutionizing billions of lives through the power of digital networks

Associated SDG's	UNWEP	GRI	IFC
8 DECENT WORK AND ECONOMIC GROWTH **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**	Principle 5: Implement enterprise development, supply chain and marketing practices that empower women	General disclosures 2021: 2-1, 2-2, 2-3, 2-6, 2-11, 2-16, 2-22, 2-29 Material topics 2021: 3-3 Economic performance 2016: 201-1 Indirect economic impacts 2016: 203-2	Performance standard 3: Resource efficiency and pollution prevention

Our Purpose

Transforming billions of lives by connecting the world!

Behind all the technology-driven capabilities and processes lies our purpose of Transforming Billions of Lives by Connecting the World. It is the reason why we exist and the driving force behind our decisions and actions. Our purpose lies at the core of our business operations and our ESG efforts. With our purpose as our north star, we seek to create large scale impact through our business of providing advanced optical and digital solutions and through our efforts towards the environment and communities.

Our purpose comes to life every time a child is given the opportunity to receive an equitable education, a person from an underserved community receives the best medical care, a woman provides for her family at crucial times or when people are able to connect with their loved ones online. We believe we are fortunate enough to contribute and make a difference at a time when the need to bridge the digital divide is at its peak and the world is preparing for the next generation of technologies that will drive the future. Over the years, we have been 'living' our purpose through our daily work at STL.

Our values and commitments

It is said that culture eats strategy for breakfast. With a globally diverse team, coalescing around a customer-obsessed, performance-driven culture, **STLers are driven around a common set of core values that are at the heart of our organization's purpose.** STLers strive to live by these core values in their behavior, decision-making and actions on a daily basis:

Promise Delivered

Respect & Empathise

Hunger to Learn

Keep it Simple

Promises Delivered reflects our commitment to achieve goals that we set at an individual, team, or organization level, to our customers, our communities, our investors, and to our employees. We believe that all actions we make to deliver on our promises have to be viewed under the lenses of completeness, timeliness, cost, and quality. Delivering on promises is a collective mantra since our individual success is an outcome of collective success. An important commitment that STL has made to its communities is its vision of achieving Net Zero by 2030, and STL has delivered on this promise by becoming the first global Optical Fibre and Cable operator to be Zero-Waste to Landfill certified and has also achieved Zero Liquid Discharge certification for its India based manufacturing facilities.

Respect & Empathy is inspired by the need for a globally diverse team, involved in a wide variety of functions, and engaged with multiple customers, to work together effectively and harmoniously. We realize that the basic ingredient of our dynamic and growing organization is the network of human relationships that exist within and beyond STL. Maintaining a diverse, equal, inclusive workplace is a fundamental tenet of this core value. At an individual level, we agree to respect each other's time, effort, priorities, goals, and well-being.

Hunger to Learn captures the essence of STLers as continuous learners, by adopting the latest technology, innovations and applications into our customer-centric solutions. It is not bound by function, experience or rank, as it is a behavior embraced across the organization. As a learning and evolving organization, STL exemplifies this value through structured L&D programs, mentorship by leaders, forums for internal discussions, and a participative environment for applied learning. The STL Academy, a recognized training and certification body for telecommunications professionals, is providing the opportunity for learning and skill development to lakhs of professionals every year.

Keep it Simple propagates the importance of simplified communications, processes, and projects in the pursuit of our purpose. We encourage each other to remove complexity, compress layers of decision-making, and avoid analysis-paralysis. We believe that empowered individuals with a clear understanding of the organization's strategy can naturally collaborate to achieve our objectives. An example of this value is in the form of building a flat organization where employees across management tiers are empowered to make decisions. STL has also instituted a simple management incentive scheme across the organization, which reduces uncertainty, connects everyone to our business objectives, and is simple to calculate.

We maintain ongoing collaboration with industry organizations to achieve our ESG and business objectives. We actively participate as members in the following associations

Confederation of Indian Industry

Broadband India Forum

Associated Chambers of Commerce and Industry of India

Telecom Equipment & Services Export Promotion Council

Telecom Equipment Manufacturers Association of India

Federation of Indian Chamber of Commerce & Industry

Digital Infrastructure Providers Association

ITU-APT Foundation of India

Society of Indian Defence Manufacturers

Public Affairs Forum of India

Delivering value through STL products and services

From deployments in cities to last-mile connectivity, we offer a diverse portfolio of high-density fibre optic connectivity solutions to support fibre cables, specialty cables, and optical interconnect kits and help to lower network cost, improve performance, and maximize flexibility.

Customer segments

Telecos   Citizen networks   Large Enterprises   Cloud companies

Optical Networking and Connectivity

We unveiled Multiverse - India's first Multicore fibre at IMC 2022 and co-designed a ruggedized optical connectivity solution - Opto-CRS with one of our top customers in the UK.

Multiverse fibre is a futuristic design that enables 4X capacity and is expected to play a pivotal role in high-bandwidth, low-latency applications.

We strengthened our ongoing relationships with customers like Vocus by becoming a major part of Project Horizon in Western Australia.

We worked with network creators and service providers in the US to move the needle on rural connectivity projects like the Rural Digital Opportunity Fund (RDOF) and the American Connection Project.

Our unique seven gate approach brought in tech-intensive methods like robotic trenching, 360° photogrammetry and GIS database visualization, into the fiberisation value chain.

2X increase in deployment speed and network life enhancement by infusing automation into fiberisation.

Achieved the prestigious CMMI Level 5 accreditation.

Successfully delivered a 10,000 km network buildout for one of the leading telecom companies.

Stepped in with enhanced offerings, adding managed services to our portfolio, to work with the likes of NTT, NHAI and RajCOMP Info Services, a leading IT consulting company owned by Rajasthan government.

Created synergies between skilled field engineers in India and the UK, to creatively address fibre deployment challenges.

Global Services Business

STL Digital

Strong association with reputed partners like AWS, Google, Microsoft, IBM and other technology majors.

Expertise in building customized solutions across product engineering, software, cloud, data and analytics, enterprise application services, and cyber-security.
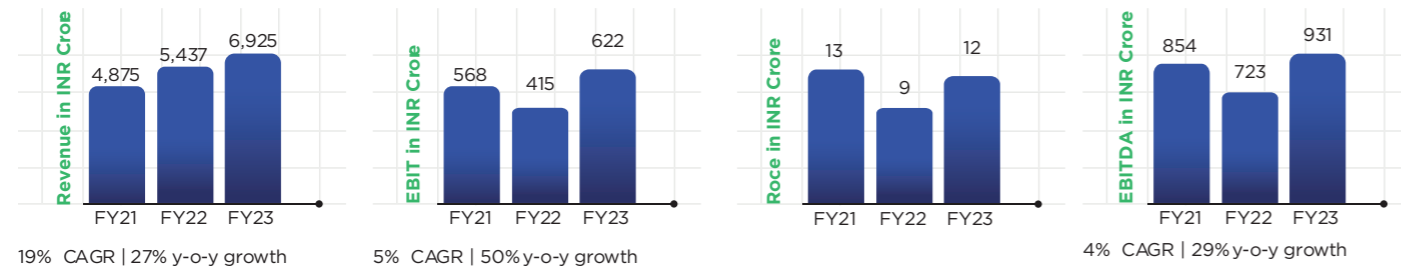
Successfully acquired more than 18 global customers from leading healthcare, manufacturing, automotive, software and cloud enterprises.

Some of our marquee wins include building core product engineering platforms for a major cloud player and providing Enterprise SaaS, Cyber Security, Data and Analytics solutions for a major conglomerate.

Snippets of financial Performance

From deployments in cities to last-mile connectivity, we offer a diverse portfolio of high-density fibre optic connectivity solutions to support fibre cables, specialty cables, and optical interconnect kits and help to lower network cost, improve performance, and maximize flexibility

Revenue in INR Croe
FY21: 4,875 | FY22: 5,437 | FY23: 6,925
19% CAGR | 27% y-o-y growth

EBIT in INR Croe
FY21: 568 | FY22: 415 | FY23: 622
5% CAGR | 50% y-o-y growth

Roce in INR Crore
FY21: 13 | FY22: 9 | FY23: 12

EBITDA in INR Crore
FY21: 854 | FY22: 723 | FY23: 931
4% CAGR | 29% y-o-y growth

Snippets of financial Performance

Particulars (in INR Crores)	FY23	FY22
Revenue	6,925	5,437
Optical networking business	5,439	3,713
Global services business	1,511	1,844
Digital and technology solutions	70	6
Inter segment elimination	(95)	(126)
EBITDA	931	723
Optical networking business	1,045	541
Global services business	47	156
Digital and technology solutions	(124)	(6)
Un-allocable segment	(37)	32
EBTIDA Margin (%)	13.4%	13.3%
Profit after tax	231	147

Associated SDG's	UNEP	GRI
1 NO POVERTY / 8 DECENT WORK AND ECONOMIC GROWTH / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Universality	Material topics 2021: 3-3 Economic performance 2016: 201-1 Indirect economic impacts 2016: 203-2

Recognizing excellence, celebrating achievements

Global Waste met Award
(International)

Global Sustainability Award
(International)

CSR Journal Award
(International)

International Green Apple Award
(WaterManagement – Green Champion) (International)

Mahatma Award
(Partnerships for the Goals)

International Green Apple Award
(Leveraging Partnerships for Climate Action - Gold) (International)

Indian CSR Awards
(Best CSR Program)

CSR Times Awards
(Education)

Greentech Environment Award
(Winner – Environment Protection)

ACEF Asian Leaders Awards
for Branding, Marketing, Rural Initiatives – Reduce, Reuse, Recycle (International)

India Impact Awards
(Reporting and Transparency Leader of the Year)

The International CSR Excellence Awards
(Community Commitment) (International)

E+E Leader Awards
(Waste Management) (International)

FICCI CSR Awards
(Certificate of Appreciation – Education)

Golden Peacock
(Overall CSR)

The International CSR Excellence Awards
(Partnerships) (International)

UN Women Empowerment Awards
(Community Program – 2nd runner up)

ESG Summit and Awards
(Waste Management)

CII National Award
for Environment Best Practices (Innovative Environment Project)

ET Future Ready Organisations Award

ET Best Organisations for Women

Indian Chamber of Commerce 2022 Gold Award
for Occupational Health & Safety

Environmental + Energy Leads Award
for Sustainability

Government of Maharashtra Award for Industrial Safety & Health – 2023.

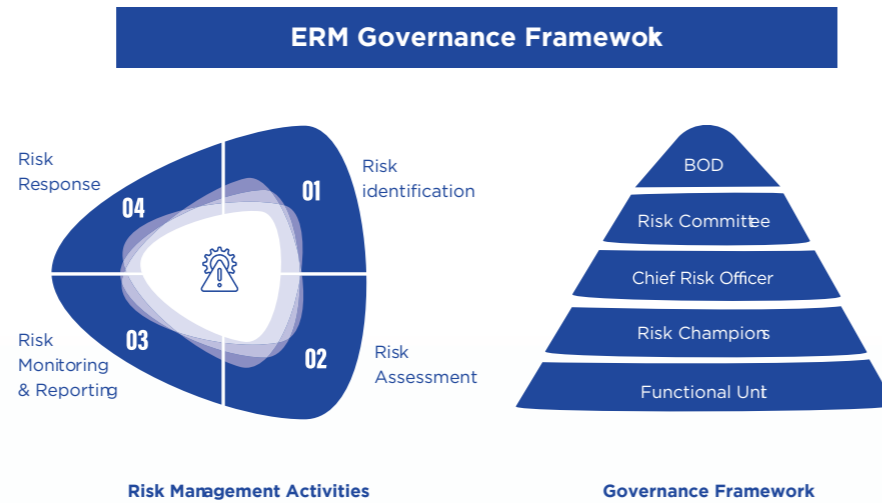**Narayan Meghaji Lokhande Industrial Safety & Health Award- 2023**

Navigating potential risks

We have a multi-layered risk-management framework, aimed at effectively mitigating various risks we are exposed to.

Enterprise Risk Management (ERM) is a critical function that helps us protect and enhance value for our customers, investors, employees, partners and other stakeholders. We work proactively to identify and monitor the most significant risks through an ERM process.

The purpose of this process is to reduce the likelihood and impact of risks and improve decision-making to help us achieve our strategic, financial, compliance and operational objectives.

Under risk identification phase, we identify internal or external events that could potentially affect strategy and achievement of objectives. The risks identified are further categorized into Geo-political and macroeconomic risks, Strategic risks, Operational risks, Financial and reporting risks, and Compliance risks.

ERM Governance Framewok

Risk Response — 04
Risk identification — 01
Risk Monitoring & Reporting — 03
Risk Assessment — 02

Risk Management Activities

BOD
Risk Committee
Chief Risk Officer
Risk Champions
Functional Unit

Governance Framework

Risks for our business

Geo-political and macroeconomic Risks	Strategic Risks	Operational Risk	Financial and reporting Risks	Compliance Risks
	Industry customer and competition Product portfolio and innovation	Talent management Service delivery Supply chain Cyber security	Financial reporting Liquidity Foreign currency Interest rate Counter party Commodity	Code of Business Conduct Bribery and corruption Environment Tax (GST, Income Tax)

We operate in a global environment and can be affected by the general economic environment, political uncertainties, local business risks as well as laws, rules and regulations in individual countries, thereby affecting the demand for our offerings. For instance, the ongoing conflict between Russia and Ukraine and the resulting impact on commodity prices, high level of inflation and tightening of monetary policies across key customer markets, coupled with increase in interest rate may have direct and indirect impacts on our operations. We, at all times, closely monitor the development of world events and take proactive actions to minimize potential negative impact.

Strategic risks are those risks which are inherent to our industry. Strategic risks are analyzed and mitigated through strategic actions on markets and customer offerings, investment in R&D and product innovation, among others. We periodically assess strategic risks to the successful execution of our strategy, impact on financial performance, effectiveness of organization structure, processes retention and development of high-performing talent and leadership.

Operational risks are the risks which can negatively impact our operations. These risks are related to people, policies, procedures and IT systems

impacting the product and service delivery to our customers. One of our focus areas is to transform our business through processes, platforms and analytics. We have a strong mechanism in place to review the operations, including business processes and procedures to minimize the risk relating to product and service delivery to customers.

Financial risks involve exposure to risks such as currency fluctuation, interest rate, credit and liquidity, tax and ability to manage financial cost and optimize returns on investment. Further, there is also a risk of errors in the financial reporting, that accounting principles are not correctly applied etc. resulting in misrepresentation of our financial position. To manage these risks, we have implemented a robust Internal Financial Control framework in order to ensure that reporting is complete, transparent and free from material weaknesses. Regular internal audits and independent external audits, ensure that controls are designed and operating effectively.

Compliance risks are those resulting from violations or non-compliance with applicable laws and regulations, code of business conduct and ethics as well as breach of contractual compliance having material impact on our financial, organizational and reputational standings. Compliance with laws and regulations is one of the essential elements of our code of business conduct.

To effectively ensure compliance, risks related to various compliances are identified, assigned to owners and monitored on a periodic basis. Further, a strong whistle-blower mechanism facilitates reporting on instances of non-compliance. In addition, external independent and internal auditors review the compliance management framework, including its operating effectiveness and submit their findings to the Audit Committee.

Post identification of risks, risks are assessed on the likelihood of occurrence and potential impact. Risks are assessed at inherent and residual basis. Residual risks are considered to prioritize monitoring and response.

Risk response and mitigation involves identification and evaluation of possible responses to risks, which include evaluating options in relation to risk appetite (accept, mitigate or transfer the risks), cost vs. benefit of potential risk responses and degrees to which a response will reduce the impact and/or likelihood. Once mitigation plans are finalized, owners are identified and assigned tasks to implement the plans.

The Risk Committee reviews the adequacy and effectiveness of the risk response plans and reports it to the Board. The Committee also monitors and reports the factors affecting identified risks, such as changes in business processes, operating and regulatory environments and future trends. These reviews are aimed at continual improvements in our risk management culture.

We are confident that our business model is robust and sustainable as we have embedded ESG into our corporate strategy and risk management process.

Nurturing Sustainable Success: Integrating ESG Practices For Responsible Growth

ESG focus is not only an ethical responsibility but also a strategic imperative for our company. By incorporating ESG principles into our operations, we are confident of improving long-term sustainability, enhance stakeholder trust, and position ourselves for success in a rapidly changing business landscape. We integrate ESG factors into our business strategies that better equip us to identify and address emerging risks and opportunities. This adaptability and forward-thinking approach enhance our resilience to challenges posed by evolving market dynamics, technological advancements, and changing customer preferences.

As our products and services continue to evolve at a rapid pace, it is crucial that our entire business adapts accordingly. Recognizing the dynamic nature of our operating environment, we place great importance on considering time horizons across all risk categories, including climate-related risks. Our ESG strategy is formulated with careful consideration of short-term, medium-term, and long-term time horizons to ensure its relevance and effectiveness in a rapidly changing landscape.

Short term 0-3 years

The short-term timeframe is closely aligned with STL's core business and operations, which revolve around the telecommunications and digital infrastructure sector. STL is dedicated to bridging the global digital divide and actively collaborates with service partners to integrate innovation and technology for sustainable service delivery. The company adheres to responsible waste management policies and strives to minimize emissions in its manufacturing, storage, and transportation processes.

Additionally, STL ensures that its customers and end users have access to eco-friendly products and services, contributing to a more environmentally conscious connected world. As technology continues to drive rapid changes in STL's products and services, the entire business must keep pace with this revolution. Hence, adopting a short-term time horizon is crucial and highly applicable in such a fast-evolving environment.

This approach is consistently applied across all risk categories, including those related to climate change.

Middle term 3-8 years

The medium-term timeframe, spanning across three to eight years, holds equal significance in our considerations. It provides a slightly extended view of the business, enabling us to incorporate strategic planning, financial planning, and the implementation of cutting-edge technologies. This approach not only addresses present and short-term needs but also lays the groundwork for the future, enabling STL to prepare for the upcoming phases of its business. The medium-term horizon is consistently applied across all risk categories, including those related to climate concerns.

Long term >8 years

STL, as a digital infrastructure company, offers a diverse range of products and services along its value chain. While the business model is well-defined for the long-term, STL continually evolves and diversifies its offerings. The company is committed to delivering innovative and technologically advanced products that keep up with the ever-changing and disruptive nature of technology.

While long-term changes and disruptions are less predictable, STL takes a forward-looking approach. The time horizon considered remains consistent across all risk categories, including climate-related risks.

Through collaboration with stakeholders across our value chain, we foster collective innovation, ensure compliance, and uphold our company's values and beliefs. This encompasses various aspects, including our commitment to human rights practices, sustainable sourcing of raw materials, fair labour practices, operational transparency, and robust reporting mechanisms. Adherence to these principles verifies that our partners conduct their operations in an environmentally friendly and socially responsible manner.

Our operations adhere to a comprehensive Quality, Environment, Health, and Safety (QEHS) policy. This ensures that every process is carefully monitored and managed through certified systems such as the ISO 14001 Environment Management System and the ISO 45001 Occupational Health and Safety management system. These play a crucial role in maintaining rigorous environmental and safety standards throughout our facilities. Additionally, they serve as valuable tools for identifying areas where improvements can be made and enable us to take proactive measures to address any potential gaps.

Taking a leadership role in ESG by generating shared value for all stakeholders involved

Taking aproactive approach to comprehending and mitigating risks, surpassing mere compliance.

The increasing prevalence of ESG reporting and its expansion

Enabling factors that propel efficient business operations.

Driving the development and growth of local clusters or business ecosystems

Building supply chains that are interconnected, characterized by transparency, and enable traceability

Ensuring there is seamless integration between business operations and the environment.

Enabling factors that propel efficient business operations

Driving success through effective management: Our proactive approach for sustainable growth

We aim to construct environmentally friendly, resilient, and sustainable digital networks that enable last-mile connectivity solutions. Our vision, "transform billions of lives through digital networks," drives this agenda, encompassing both our business objectives and our commitment to Environment, Social, and Governance (ESG) initiatives. We have reinforced our dedication to sustainability by setting a goal to achieve net-zero emissions by 2030, placing environment stewardship at the forefront of our efforts. Concurrently, our ESG goals for 2025 and 2030 ensure comprehensive actions to promote green operations, inclusive growth, maximum positive impact, and resilience.

This approach generates shared value not only for our company but also for each of our stakeholders.

To ensure sustainability, our ESG practices are integrated into every aspect of our business. We continue to pursue responsible growth, placing a strong emphasis on energy and waste management, water stewardship, employee diversity, social impact, green product development, and robust governance policies. This is accomplished by fostering ethical and eco-friendly operations, creating shared benefits for all stakeholders, and upholding high moral and ethical standards in all our engagements.

Harmonising for a sustainable future: Aligning with national priorities and global agendas

Alignment with both national priorities and global agenda is something we ensure in everything we do. We recognize the importance of incorporating these goals into the solutions we provide as a responsible corporate entity and for enabling sustainable development.

India's national priorities, the United Nations' Sustainable Development Goals (UN SDGs), the UN Global Compact's Ten Principles, and the UN Women Empowerment Principles are fundamental to our operations and community engagement. Each of these frameworks serves as a roadmap for long-lasting and transformative development. They encompass various aspects of human well-being and the health of our planet, offering a pathway towards a stable and prosperous life for all.

The UN SDGs act as guiding stars for national priorities. India is actively building resilient and sustainable socio-economic infrastructure while reducing its carbon footprint and uplifting millions of citizens out of poverty. The SDGs also emphasize the importance of partnerships, where government entities, local authorities, global organizations, and corporations play a pivotal role in collectively enabling sustainable development through collaborative action.

The ability these priorities and goals have to drive change across multiple focus areas is unparalleled. Even the pursuit of a single goal, such as SDG 8 - Decent work and economic growth, holds significance in business operations, supply chain management, labour welfare, and corporate social responsibility (CSR) programs. The implementation of these goals can have a subtle yet profound ripple effect.

We are committed to upholding the United Nations' Women Empowerment Principles (UNWEP) as a cornerstone of fostering diversity, inclusion, and gender equality both within our workplace and across communities.

> **"** By focusing on these areas, we strive to uplift communities, create comprehensive and lasting change, and positively influence efforts related to poverty alleviation, responsible production and consumption, biodiversity, and beyond. **"**

> **"** Our social impact initiatives align with key Sustainable Development Goals (SDGs), such as women's empowerment, healthcare provision, quality education, environmental conservation, climate change mitigation, and more. **"**

However, we recognize that for our efforts to truly make a difference, collaborative action is essential. Therefore, we actively seek partnerships across our value chain, working with governments, global organizations, non-governmental organizations, and local communities, among others, to achieve our shared goals. This convergence of efforts enables transformative change within our own business operations and in the communities we serve, ultimately turning our vision of "transforming a billion lives through digital networks" into a tangible reality.

Stakeholder management: Bridging values, engaging stakeholders, shaping impact

The interactions with various stakeholders play a crucial role in creating value for all parties involved, whether directly or indirectly. At STL, we strongly believe that engagement is about identifying common ground and shared motivations among stakeholders, enabling them to collaborate harmoniously towards achieving a greater good together. To ensure this, we maintain continuous and effective communication with our stakeholders. This approach has proven instrumental in deriving valuable insights from these interactions, which, in turn, help us develop better and more innovative strategies and programs.

Our commitment to engaging with stakeholders is deeply ingrained in our entire value chain, encompassing both upstream and downstream partners, as well as marginalized communities. Stakeholders comprise organizations and individuals who are impacted by or have the potential to influence our operations. We have identified several key stakeholders, including employees, customers, suppliers and vendors, investors, leadership, and non-governmental organizations (NGOs).

To gather continuous and unbiased feedback from stakeholders, we employ well-established direct and indirect mechanisms. Multistakeholder engagement initiatives hold a central place in our company's growth strategy and serve as effective communication channels.

The objectives of these initiatives are as following:

Identify stakeholder needs, concerns, and expectations, incorporating them into our strategy to foster a relationship based on trust and transparency	Inform, engage, and raise awareness among stakeholders about various important ESG aspects	Identify ideas for improvements that lead to product and process innovation	Enhance risk management practices

The procedure for engaging with stakeholders

Stakeholder Groups	Mode of engagement	Key topics
Employees	The various methods of communication and engagement within the organization include townhall meetings, all hands gatherings, leadership visits to the shop floor, performance management systems, one-to-one interactions, training sessions, induction workshops, and surveys.	The focus areas encompass professional growth, skill development, promoting diversity, enhancing competencies, addressing environmental, social, and governance (ESG) issues, talent management, and managing operational risks
Leadership	The key activities involve the annual general meeting, performance calls, interactions with leadership, engagement with governments, and investor relationship management.	The three main aspects are economic value creation, ESG disclosures, and sector and program-related activities.

Suppliers and vendors	The supplier-related activities include supplier meets, supplier plant visits, relationship management, and audits.	The areas of focus with suppliers are supplier satisfaction, material compliance, joint development, mutual value creation, and ESG targets.
Customers	The company's engagement with customers involves plant visits, customer satisfaction surveys, key account management, participation in conferences and events, and conducting social audits.	The engagement topics encompass new product development, research and innovation, ensuring delivery compliance, offering green products, prioritizing customer satisfaction, and ESG actions and achievements.
Investors	The company's engagement activities include the annual general meeting, performance calls, interactions with leadership, engagement with governments, and investor relationship management.	The key aspects involve generating economic value, making ESG disclosures, and engaging in sector and program-related activities
NGOs	The company's involvement in the community comprises community visits, assessing social needs and impact, engaging in philanthropy, promoting employee volunteering, conducting reviews, and holding meetings for operational purposes.	The company undertakes development projects based on identified needs and provides support to social causes.

Through effective stakeholder engagement practices, we gain valuable insights and knowledge that contribute to our ongoing transformation. It allows us to establish and maintain authentic and sincere connections with our stakeholders while understanding their expectations. Furthermore, this process aids in sorting through the wealth of stakeholder insights, enabling us to refine our processes and nurture a culture of continuous improvement.

Unveiling ESG material aspects

Stakeholder engagement and the materiality matrix serve as foundational steps in defining ESG priorities and integrating them into our risk management process. Through extensive consultations with stakeholders, we categorized material issues based on ESG priorities. To identify each material topic, we conducted comprehensive sectoral and peer reviews, analysed global megatrends, and conducted thorough desk-based secondary research. These efforts were aligned with recognized standards such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

Furthermore, we ensure that these priorities align with our overarching vision, values, and both short-term and long-term business priorities. We consulted process owners and management at every stage to evaluate the significance, legitimacy, and impact of each material issue. Considering the evolving global landscape and key concerns that may impact our business in the future, we carefully reviewed all material issues.

Following the identification of material issues, we conducted a detailed survey to gather inputs from each identified stakeholder group, including customers, employees, leadership, investors, suppliers, vendors, and NGOs. We sought their perspectives on the material topics within the ESG domain.

We also analysed the potential impact of these issues on our business and stakeholders, considering both risks and opportunities. After collecting survey responses on the material topics from stakeholders, each issue was assigned a weightage to calculate the overall business and stakeholder impact scores. These scores were then normalized by giving equal weightage to inputs from management and the calculated scores. The result was a materiality matrix that prioritizes the issues.

Environment

Energy management | GHG emissions | Product life-cycle management* | Waste management/circular economy | Product packaging* | Materials sourcing | Air pollution | Supply chain management | Sustainability driven innovation | Water

Social

Customer experience | Human capital development | Community initiatives | Fair labour practices | Human rights | Anti-corruption and anti-bribery* | Employee diversity and inclusion | Product quality and safety | Employee wellbeing | Health and safety

Governance

Privacy and data security | Business ethics | Digital inclusion | Economic impact

*The extensions of materiality for FY23
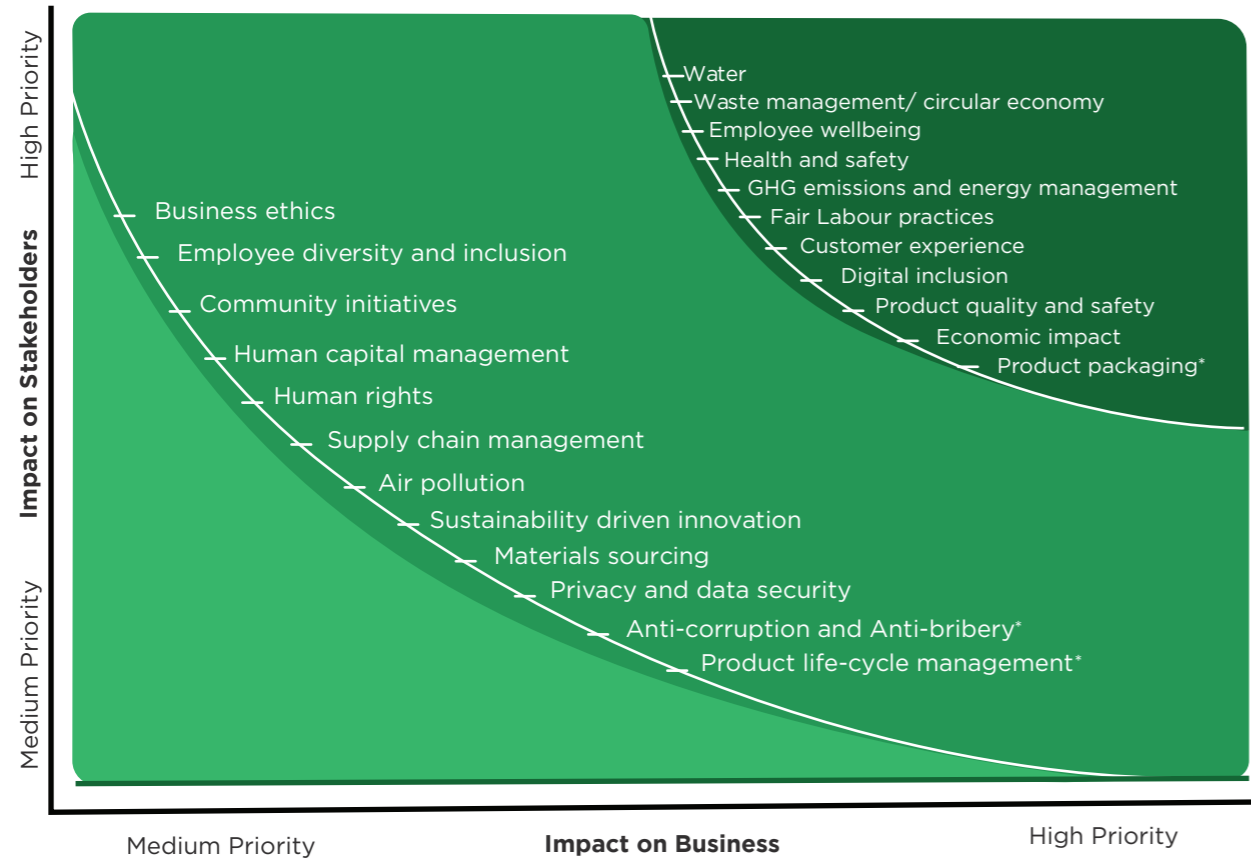
The materiality matrix presents the impact of the identified material issues on stakeholders (Y-axis) and the business (X-axis). This matrix plays a crucial role in shaping our strategy and helps us identify areas that require special attention to achieve our ESG goals.

Materiality assessment:
Effectively navigating through ESG risks

Breakdown of the macro risks

	Material topics	ESG macro risks	Explanation
Environmental aspects	• Energy management • GHG emissions • Air pollution • Waste management/ circular economy • Water • Sustainability driven innovation • Materials sourcing • Supply chain management	Failure to comply with environment and climate related regulations	Governments and regulatory bodies have raised their expectations concerning corporate climate performance. As part of our materiality assessment process, we evaluate both current and upcoming climate-related regulations. The environment and climate regulations and standards set globally significantly impact our company's operations and services. Any existing regulation that imposes restrictions on our operations has the potential to influence our business. Hence, we continuously update and ensure compliance with the current regulatory landscape while evaluating the risks associated with noncompliance and potential reputational impacts. For instance, our company's processes adhere to a QEHS policy, and an ISO 14001 certified Environment Management System. Our ESG team and department heads convene regularly to discuss the latest environmental issues, review their implications on our business, and assess any new material risks based on recent developments. These identified risks are then communicated to the risk management team and senior management. Innovation and research and development play a crucial role in maintaining our competitive edge and developing environmentally friendly and durable products. Additionally, embracing the latest technology is vital in achieving our net-zero and other ESG goals.

		Failure to comply	Governments and regulatory bodies
Social aspects	· Human capital development · Health and Safety · Human rights · Employee wellbeing · Fair labour practices · Employee diversity and inclusion · Community initiatives · Product life cycle management · Product packaging · Customer experience · Product quality and safety	Failure to comply with regulations related to human rights and labour and, engaging in unethical business practices, risks related to personnel security and occupational safety, diversity and talent management risks, reputation risks, and litigation risks	Governments and regulatory bodies have expanded their ESG reporting requirements to encompass not only corporate social responsibility (CSR) initiatives but also the social aspects surrounding a company's business practices. We strive not only to meet but also surpass these practices, ensuring they benefit our employees, contract workers, and communities. Compliance with current regulations is a priority for us, and we carefully assess the potential risks associated with noncompliance and any impact it may have on our reputation. For instance, our manufacturing facilities hold ISO 45001 certification, demonstrating our commitment to occupational health and safety. As part of our materiality and risk assessment process, we continuously evaluate both existing and emerging regulations to ensure our compliance with these regulations
Governance aspects	· Privacy and data security · Business ethics · Digital inclusion · Economic impact	Risk related to data privacy, cybersecurity, digital inclusion, and unethical business practices	As a telecommunications technology company, we regularly evaluate risks and opportunities related to effective governance. Our main areas of focus include data privacy, digital inclusion and the prevention of unethical practices in business. We ensure compliance on all regulatory aspects.

Embracing ESG: Mitigating risks, unlocking opportunities

While evaluating the environmental, social, and governance (ESG) risks, we also consider potential opportunities that can have a significant financial or strategic impact on our business operations. Assessing the importance of these opportunities is an integral part of this process. We consistently prioritize innovation to mitigate ESG risks while identifying potential avenues for growth.

Below are the key opportunities we have identified that hold the potential for substantial financial or strategic impact.

Social risks and opportunities
Risk: Labour issues, including employee safety and fair labour practices in the supply chain

Opportunity: Promoting employee well-being, diversity, and inclusion in the workplace.

Governance risks and opportunities
Risk: Corporate governance issues, such as unethical business practices or inadequate data security measures

Opportunity: Strengthening governance practices, ensuring transparency, and fostering ethical conduct.

Digital Inclusion
Risk: The risk of leaving certain communities without access to high-speed internet and communication services

Opportunity: Expanding network coverage to underserved areas and promoting digital inclusion initiatives

Climate change and resilience
Risk: Vulnerability to climate-related events, such as extreme weather impacting infrastructure

Opportunity: Building climate-resilient infrastructure and adopting energy-efficient practices

Data privacy and security
Risk: Risk of data breaches and potential harm to customers' privacy

Opportunity: Strengthening data protection measures and building customer trust

Product safety and reliability
Risk: Potential risks associated with faulty or unsafe products

Opportunity: Maintaining high product quality and safety standards

Supply chain risks
Risk: Dependence on suppliers that do not adhere to sustainable and ethical practices

Opportunity: Partnering with environmentally and socially responsible suppliers

Expanding our range of low-emission goods and services (green products)

We ensure that our products and services meet high-quality standards while being environmentally friendly. To achieve this, we conduct life cycle assessments for our product families, enabling us to identify areas where energy optimization or material replacement can reduce the environmental impact. As of now, we have conducted Life Cycle Assessments (LCA) for 12 product families and aim to cover 100% by 2030. This will allow us to expand our offering of environmentally conscious products, catering to the increasing demand from eco-minded customers. We anticipate that these sustainability-focused products and services will generate additional revenue streams in the future.

Responding to shifting customer preferences driven by technological advancements

As technology advances, customer demands evolve accordingly. Being a digital infrastructure company, we are well-prepared for this change. Our research and development efforts are focused on creating innovative products that align with current and emerging market trends. Consequently, we consistently strive to develop new, sustainable, and state-of-the-art technological solutions for our customers.

Emphasizing resource efficiency

We are committed to enhancing resource efficiency in our consumption and production processes, aiming to decouple economic growth from environmental degradation. We have already developed durable and environmentally friendly products such as Olympus Lite cables and Celesta. These resource-efficient and sustainable products are projected to gain more market traction compared to conventional alternatives in the coming years.

ESG: Building strengths, overcoming challenges

Incorporating ESG principles into the operations of our company brought about various benefits while also helped us address challenges proactively. ESG considerations are becoming increasingly important for us as we focus on **sustainability, responsible business practices, and long-term value creation.**

2011
Started ESG ratings for Ecovadis

2018
First sustainability report published

2019
-Carbon foot printing (Including scope 1, 2 and 3)
-First ZWL certificate (Rakoli, Dadra and Waluj plant)
-Water Audits for Waluj and Shendra Draw Plant

2020
LCA reports

2021
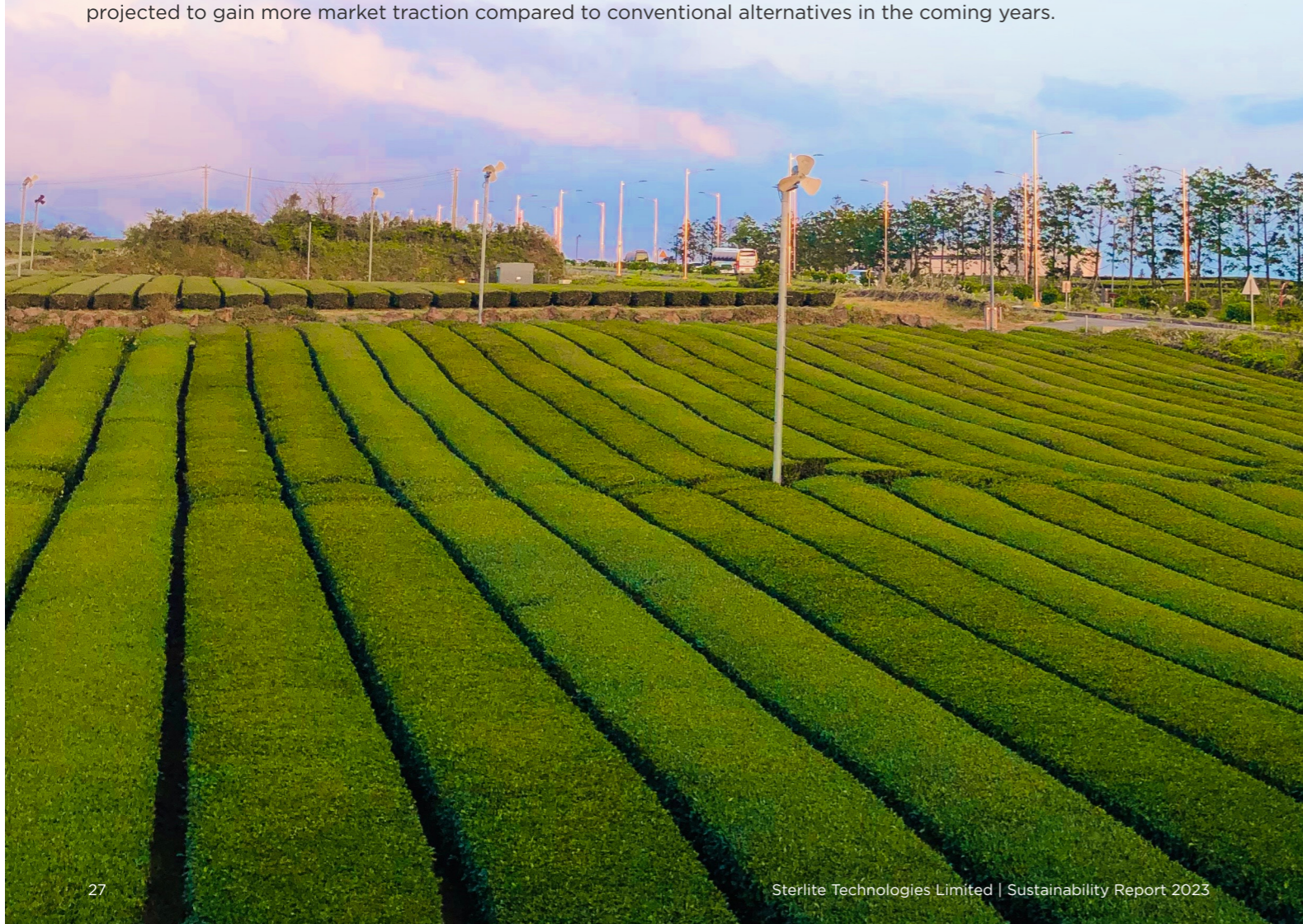First ZLD certificate

2022
ESG data management software

2023
-BRSR reporting
-SBTI commitment taken
-Water Audits for all Indian and Italian plants.

Our leadership team has played a pivotal role in driving ESG initiatives throughout our value chain. At the highest level, the Sustainability and CSR Committee, consisting of two Independent Directors, our Managing Director, and Vice Chairman, guides and oversees our ESG agenda and performance. This committee is responsible for formulating our ESG strategy, developing related policies, ensuring regulatory compliance, and assessing our performance, among other key aspects. In addition to leadership involvement, cross-functional task forces closely monitor the major focus areas under our **ESG framework.**

SDG Associated	UNEP	IFC	UNWEP	UNGC	GRI
	Universality, integration, human rights and equity, innovation.	Performance standard-1: Assessment and management of environmental and social risks and impacts Performance standard-2: Labour and working conditions Performance standard-3: Resource efficiency and pollution prevention Performance standard-4: Community health, safety and security Performance standard-5: Biodiversity conservation and sustainable management of living natural resources	Principle 1: Establish high-level corporate leadership for gender equality Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination Principle 3: Ensure the health, safety and well-being of all women and men workers Principle 4: Promote education, training and professional development for women Principle 5: Implement enterprise development, supply chain and marketing practices that empower women Principle 6: Promote equality through community initiatives and advocacy Principle 7: Measure and publicly report on progress to achieve gender equality	Environmental responsibility: Principle 8	General Disclosures: 2-16, 28 Material Topics: 3-1,2

Environmental Stewardship:
Preserving Today for a Greener Tomorrow

As a leading player in the industry, we strive to minimize our environmental impact. We have implemented several policies ranging from energy-efficient technologies and practices throughout our operations including using eco-friendly equipment, optimizing power usage, and adopting renewable energy sources where feasible to several waste reduction strategies such as recycling programs for materials like fibre optic cables, packaging, and office waste, recirculation of water and so on. We also look to minimize the use of single-use plastics and encourage the reuse or refurbishment of equipment whenever possible.

We ensured that our manufacturing processes adhere to environmentally friendly practices. This includes reducing chemical usage, properly managing hazardous materials, and implementing clean production techniques. We have endeavoured to minimize our carbon footprint by adopting emission reduction strategies. We are updating our policies to align with relevant environmental regulations and ensure compliance in all aspects of our operations. We also consider the environmental impact of our products throughout their life cycle. Our efforts to ensure sustainability and eco-friendly operations start from sourcing raw materials to manufacturing, use, and disposal. Thereby, we strive to minimize the overall environmental footprint of our fibre optic products.

Nurturing nature, building a sustainable future

We are fully dedicated to creating a sustainable future, and are taking concrete steps to achieve our goals. By 2030, we aim to reach net zero emissions, embrace circularity, promote water positivity, practice sustainable sourcing, and foster green product development. Our commitment begins with enhancing sustainability performance within our own operations and extending it to our entire value chain.

To realize these targets, we are actively working on improving system efficiency through diligent monitoring, effective maintenance, and strategic investments in more advanced technologies. Our leadership ensures comprehensive oversight, alignment, and the implementation of policies that foster responsible operations. These efforts aim to minimize the environmental footprint of our products and foster green manufacturing and a sustainable supply chain across all our business units.

To uphold our commitment and drive continuous improvement, we have established an ISO 14001 certified Environmental Management System (EMS) that enables robust tracking of our sustainability endeavours. However, we recognize the urgency of addressing the challenges posed by climate change and resource scarcity. Thus, we have set ambitious operational-specific goals to ensure that our journey towards a greener and more sustainable future is well-charted.

100% Sustainable Sourcing

Net-Zero GHG Emissions

Zero Waste to Landfill

100% of product families under LCAs

Our 2030 Sustainability Goals

Water Positivity

Risk aware:
Championing environmental stewardship

To drive our commitment of robust environmental risk management, our Board of Directors and ESG team conduct regular reviews and assessments of our company's risk management system, including a dedicated focus on ESG risks. As part of our comprehensive business continuity program, we evaluate environmental-related risks to safeguard our company assets.

To address these risks, we have developed a meticulous mitigation plan, outlined specific actions and assigned clear responsibilities for implementation. This plan is reviewed at various levels within our organization to ensure effectiveness and alignment with our risk management objectives. By taking proactive measures, we aim to minimize the potential consequences associated with environmental risks, such as increased costs for facility shutdowns, repairs, or even relocation.

Through this rigorous approach, we prioritize the protection of our operations and assets, while upholding our commitment to environmental stewardship and resilience in the face of evolving challenges.

Paving the Path to Net-Zero Through Efficiencies and renewables

Climate change is not a distant threat, but a present reality. The recent Intergovernmental Panel on Climate Change (IPCC) report has indicated that preventing the overshoot of 1.5°C has become an urgent matter of survival. Even the slightest rise in average temperatures can amplify numerous and simultaneous risks for human and natural systems.

The internet and digital networks are responsible for approximately 2% of the global carbon output, thereby significantly contributing to climate change.

STL has committed to SBTi in 2023

At STL, we are dedicated to aligning our operations with the objectives of the Paris Agreement, which aims to limit global warming to 1.5°C above pre-industrial levels. Our commitment involves actively reducing the environmental impact of our operations.

This requires substantial reductions in greenhouse gas emissions and a rapid transition to a low-carbon and sustainable economy. We are therefore working towards our goal of net-zero emissions by 2030 in alignment with the **Science Based Targets Initiative (SBTi).**

We have committed to **SBTi in 2023** and will publish our targets once approved. This initiative provides guidance to companies on how to adopt a well-defined roadmap to **decrease emissions in accordance with the objectives of the Paris Agreement.**

Managing the risks and opportunities associated with energy and emission

Our unwavering dedication to building a sustainable future, focuses on achieving **net-zero emissions by 2030.** This journey includes enhancing sustainability in our operations, followed by extending these efforts throughout our value chain. To fulfil these objectives, we diligently work to improve system efficiencies, **adopt best practices for monitoring, maintenance, and invest in advanced eco-friendly technologies.**

Within the realm of our business operations, we encounter a multitude of risks and opportunities associated with energy and emissions. These risks and opportunities possess the potential to significantly influence our operations and outline the trajectory of our sustainability endeavours.

One notable risk we encounter pertains to fluctuations in energy prices, particularly the cost of electricity. Such price volatility poses a challenge to our operational costs, as escalating energy expenses directly impact production expenditures and overall profitability. However, we perceive this risk as an opportunity to proactively invest in energy efficiency measures and embrace renewable energy sources. By reducing our reliance on grid electricity and adopting sustainable practices, we are working on mitigating cost risks while simultaneously bolstering our commitment to **environmental stewardship.**

Additionally**,** the emergence of stricter emissions standards introduces potential compliance costs and penalties for companies with high emissions. However, we recognize that adhering to these regulations presents an avenue for us to drive the adoption of cleaner technologies and practices. By aligning with emissions guidelines, we are aiming to not only enhance our environmental performance and reputation but also contribute to the collective effort of combating climate change.

Another significant opportunity lies in our commitment to embracing energy efficiency measures and transitioning towards renewable energy sources.

> " By investing in innovative technologies and implementing energy-efficient practices, we are curtailing energy consumption, reducing operational costs, and mitigating greenhouse gas emissions. Furthermore, integrating renewable energy sources is also helping us amplify our environmental performance. "

Recognizing the interconnectedness of our supply chain, we are cognizant of the risks associated with emissions generated throughout various stages of procurement. This includes raw material extraction, manufacturing, and transportation. To address these risks, we have ensured the scope of our climate change and net-zero policy covers not only our operations but also our suppliers. We believe that such collaborative efforts will soon aid us in effectively mitigating risks, reducing our collective carbon footprint, and fostering a more sustainable supply chain.

By leveraging these opportunities and proactively managing the associated risks, we will remain persistent in our commitment to operational excellence, environmental stewardship, and a more sustainable future.

STL's Optical Networking Business (ONB) manufacturing plants adheres to a wide array of certifications at selected locations based on various international ISO standards, which are as follows:

ISO-9001: This certification ensures compliance with a Quality Management System (QMS).

TL-9000: This certification focuses on the Quality Management System (QMS) in the telecommunications industry.

ISO-14001: STL follows the Environmental Management System (EMS) standards to promote eco-friendly practices.

ISO-45001: This certification covers the Occupational Health and Safety Management System (OHSMS) to ensure a safe working environment.

ISO-22301: STL implements Business Continuity Management Systems (BCMS) to prepare for and handle disruptions effectively.

ISO/IEC-17025: This certification from the National Accreditation Board for Testing and Calibration Laboratories (NABL) validates STL's testing and calibration lab capabilities.

SA-8000: STL complies with Social Accountability (SAI) standards to promote ethical and responsible practices.

TEC-CAB: For Mandatory Testing and Certification of Telecommunication Equipment (MTCTE), STL meets the TEC-CAB requirements.

ISO/IEC-27001: This certification entails Information Security Management System (ISMS) standards to safeguard sensitive information.

ISO/TS-22163: STL adheres to the International Railway Industry Standard (IRIS) to meet the specific needs of the railway sector.

ISO-14021: STL follows the Zero Liquid Discharge (ZLD) standards to minimize liquid waste.

Zero Waste to Landfill (ZWL): STL is committed to achieving Zero Waste to Landfill, aiming for responsible waste management.

These certifications demonstrate STL's dedication to meeting high-quality, environmental, safety, and social standards while delivering its products and services. While adopting the current imperatives of addressing climate change and resource scarcity, we continuously strive for improvement. We have set ambitious operational-specific goals, ensuring a well-defined and secured path towards a greener and more sustainable future.

SDG Associated	UNEP Principles	IFC	UNGC	SASB	GRI
SDG icons: 6 Clean Water and Sanitation, 7 Affordable and Clean Energy, 9 Industry, Innovation and Infrastructure, 12 Responsible Consumption and Production, 13 Climate Action, 11 Sustainable Cities and Communities	Innovation	Performance standard-1: Assessment and management of environmental and social risks and impacts Performance standard-3: Resource efficiency and pollution prevention	Environmental responsibility and initiatives: Principle 7, 8, 9	TC-TL-130a.1	GRI 302: Energy 2016: 302-1, 302- 3, 302-4 GRI 305: Emissions 2016: 305-1, 305-2, 305-3, 305-4, 305-5

Addressing the challenges of climate change through the promotion of energy efficiency and renewable energy sources

Reducing energy consumption, transitioning towards renewables, and improving energy management and optimization are essential to **achieving our 2030 commitment of net-zero emissions.**

"STL is fully dedicated to creating a sustainable future, and we are striving to achieve net zero emissions by 2030."

Our climate change and net zero policy are the cornerstone of our efforts towards creating a sustainable future. We comply with all statutory requirements laid down by national and international standards and regulations issued by relevant authorities.

We have adopted best-in-class business processes and replicated them across our operational units. Optimization of resource consumption for business processes is also integral to how we operate. Implementation of sustainable practices supported by technological interventions, as well as energy efficiency initiatives wherever possible, is how we are ensuring this.

We prioritize sustainability at every stage, from the procurement of raw materials to the implementation of sustainable packaging solutions. By carefully examining our entire value chain, we proactively address emissions associated with manufacturing, transportation, and other processes. This comprehensive approach ensures that our efforts to reduce GHG emissions are ingrained in every aspect of our operations.

Through our **commitment to sustainability,** we aim to create a resilient business model that not only drives progress towards our net zero goals but also supports the overall well-being of the environment. By adopting sustainable practices from the ground up, we strive to make a meaningful and positive impact on our planet.

Our climate change and net zero policy

-Building resilience and adopting sustainable business practices on climate change and energy efficiency throughout the value chain progressing towards net zero goals.

-Integrate climate risk with a mitigation plan across the businesses and value chain for a future proof sustainable organization.

-Ensure clean and green solutions across all organization wide products and service offerings.

-Develop best practices and lead towards 1.5° scenario.

-Engage with business partners including customer, suppliers, vendor and helping then in achieving net zero goals.

Tracking our carbon footprint

Our scope 1 emissions are from the combustion of **high sulphur diesel (HSD)** for generator sets, **heavy fuel oil (HFO), liquefied natural gas (LNG), and liquefied petroleum gas (LPG)** at all our manufacturing locations in India, and methane (Italy operations) for heating and other manufacturing purposes within the organizational (manufacturing, operational, and financial control) boundary.

Our scope 2 emissions are primarily from electricity consumption at our optical fibre and cable manufacturing plants and offices. Scope 2 emissions are a significant contributor to our overall carbon footprint. We are looking at not only transitioning to renewables but also evaluating every opportunity within our operations to optimize and reduce our energy consumption to reduce our emissions.

Energy intensity for FY22	OF intensity- 24 GJ/ FKM OFC intensity- 282 GJ/CKM
Energy intensity for FY23	OF intensity - 24 GJ/FKM OFC intensity - 324 GJ/CKM

Our emissions

Emissions (tCO$_2$)

	Scope 1	Scope 2	Scope 3
FY22	16,457	2,09,392	11,186
FY23	13,418	2,27,019	16,473
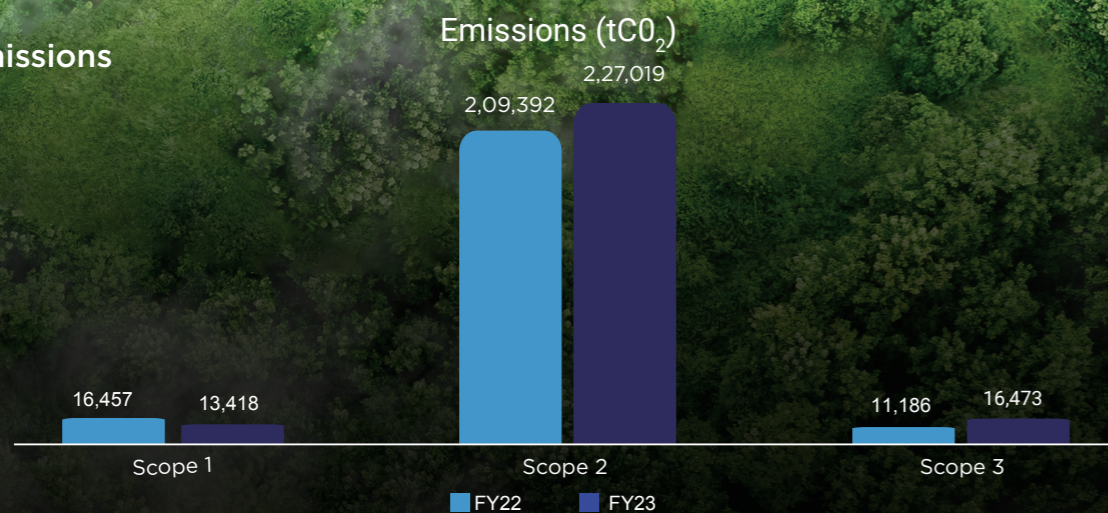
Calculating and monitoring our GHG emissions helps us identify emission hotspots and opportunities for optimization and reduction.

Engaging with environmental experts, conducting emissions assessments, and adopting sustainable practices, we operate responsibly while minimizing our impact on air quality and the environment.

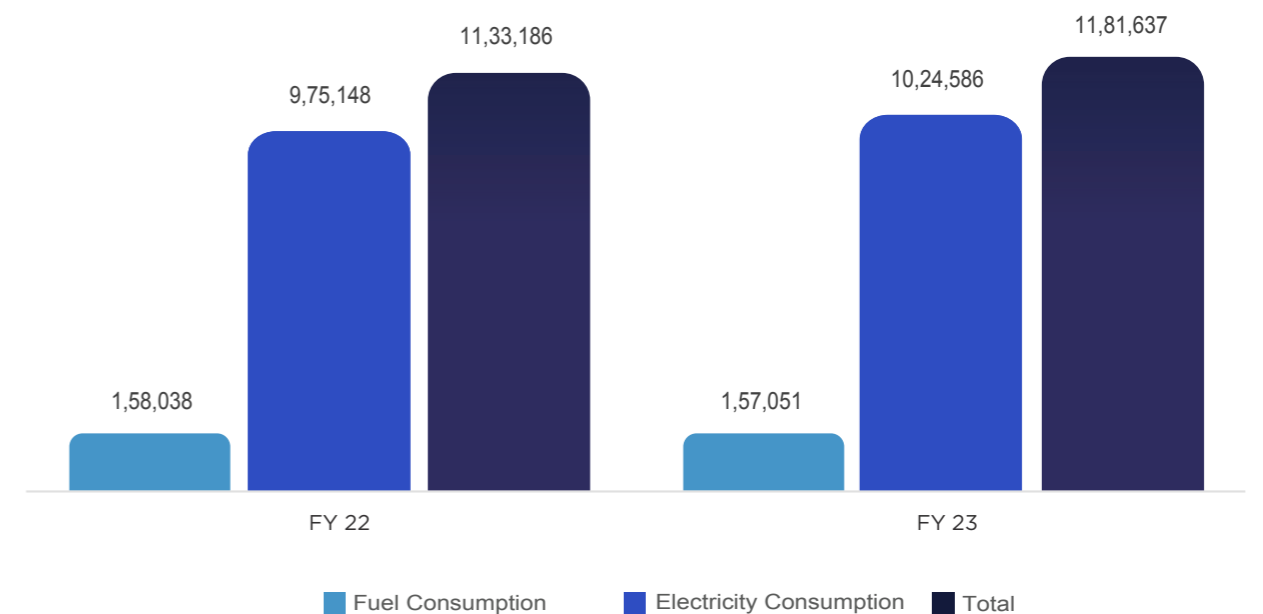### Methodology for the calculation of scope 1, 2, and 3 emissions.

For scope 1 emissions, we used the energy consumption approach. This involved multiplying the energy consumed in our operations under scope 1 by their respective emission factors (EFs) to obtain the corresponding carbon dioxide equivalent (CO2e).

Scope 2 emissions were calculated based on the total electricity consumption at our manufacturing plants, warehouses, and offices. The amount of electricity consumed was multiplied by the emission factor (EF) of 0.81 tCO2/MWh, as provided by the Central Electricity Authority (CEA) in version 16.0.

In our scope 3 calculations, we considered all indirect emissions that were not included in scope 2 and occurred in our value chain. This included both upstream and downstream emissions. Our approach to calculating scope 3 emissions was distance-based. It is important to note that all scope 3 categories were limited to our Indian operations, except for one downstream operation that involved the transportation of waste generated. For this particular category, emissions were calculated considering both Indian and Italian operations.
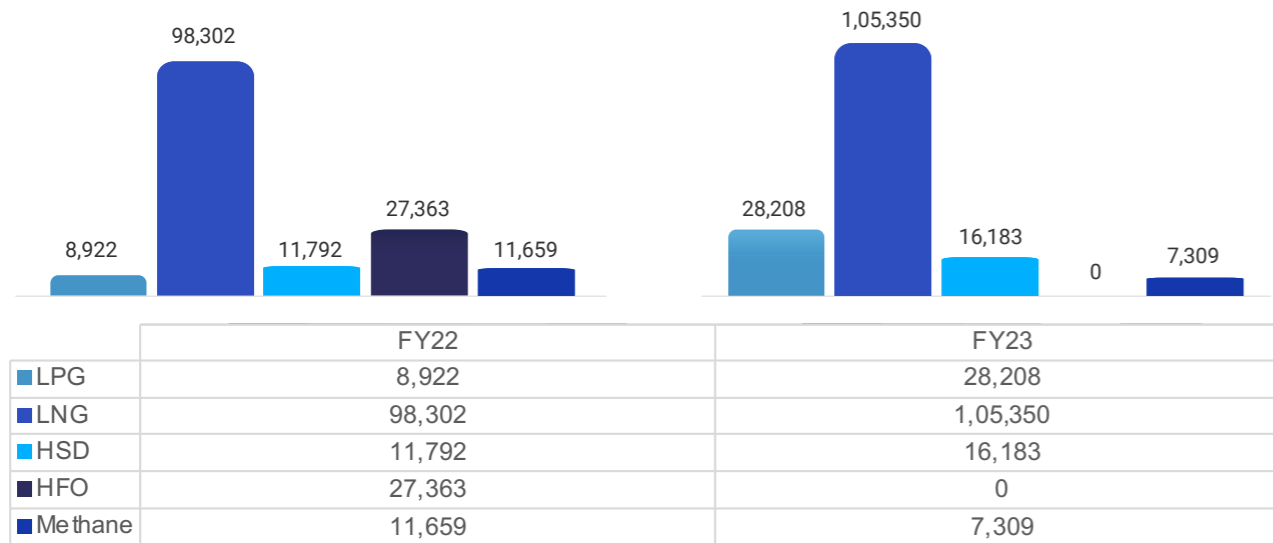
In our calculations, we referred to various emission factors from reliable sources such as the Intergovernmental Panel on Climate Change (IPCC), the UK Department for Environment, Food, and Rural Affairs (UKDEFRA), India GHG (Greenhouse Gas) Programme, and the Central Electricity Authority (CEA) in version 16.0.

Total Energy Consumption within the organisation (GJ)

	FY 22	FY 23
Fuel Consumption	1,58,038	1,57,051
Electricity Consumption	9,75,148	10,24,586
Total	11,33,186	11,81,637

We are also actively pursuing the expansion of renewable energy sources. Our aim is to increase our utilization of renewable energy and reduce our reliance on non-renewable fuel sources. The total fuel consumption within our organization, including the types of fuels used, is being assessed to identify areas where we can transition to more sustainable alternatives.

Fuel Cosumption within the organization (GJ)
## (non-renewable sources)

	FY22	FY23
■ LPG	8,922	28,208
■ LNG	98,302	1,05,350
■ HSD	11,792	16,183
■ HFO	27,363	0
■ Methane	11,659	7,309

Transitioning to renewables

Renewable energy sources provide a paramount solution in our journey towards net-zero. Firmly convinced by its potential, we believe that embracing clean energy is pivotal to mitigating climate change and reducing its adverse effects. This transition will not only **enable us to provide eco-friendly products** to our valued customers but also empower individuals across the globe to access environmentally conscious products and services.

As part of our comprehensive sustainability strategy, we are actively transitioning to renewable energy sources and addressing both **scope 1 and scope 2 emissions**. An important step in this transition is the replacement of diesel-fuelled forklifts with battery-powered alternatives.

By making this alteration, we effectively eliminate the Scope 1 emissions associated with diesel combustion in our operations. Battery-powered forklifts, powered by electricity from renewable sources, significantly reduce our carbon footprint and contribute to a cleaner environment.

In addition to the environmental benefits, the adoption of battery-powered forklifts brings advantages such as quieter operation, lower maintenance costs, and enhanced energy efficiency compared to their diesel counterparts.
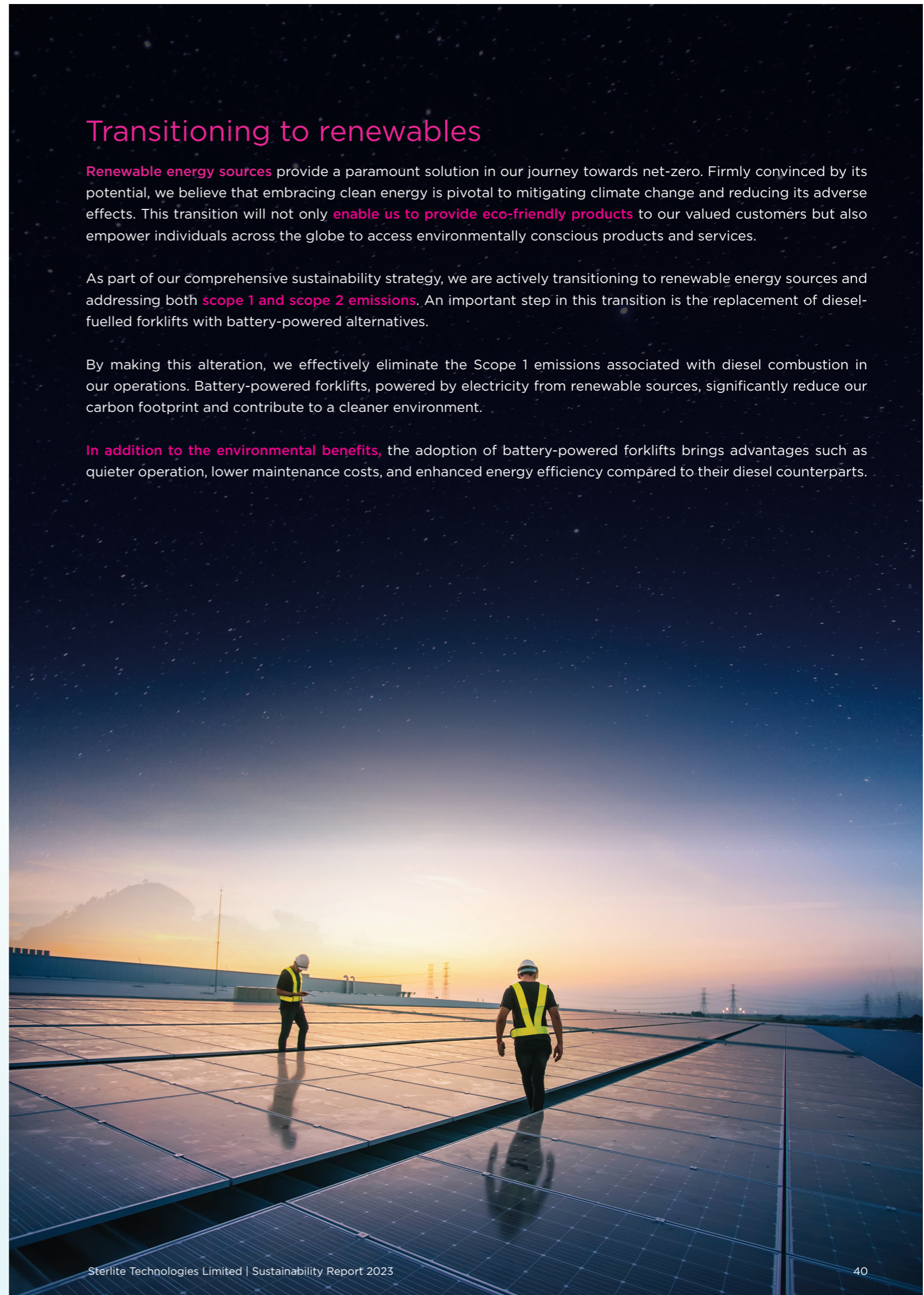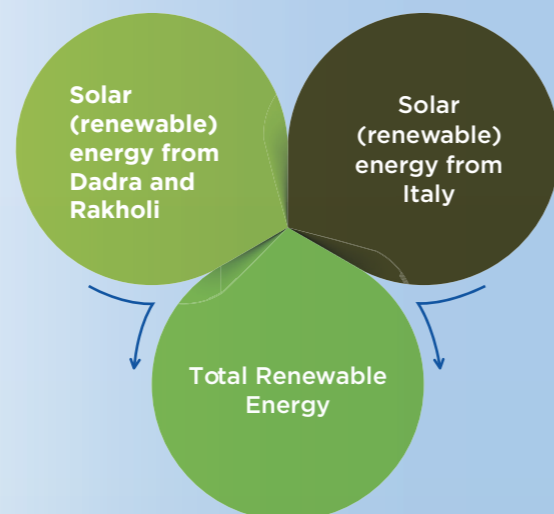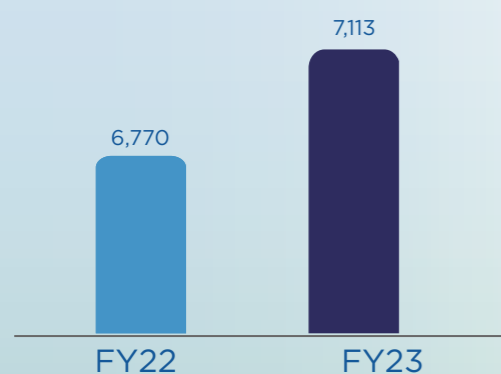
5% in FY23 from FY22

With the recent inauguration of the Rakholi plant, which generated 178,830 KWH as an addition to already established Dadra plant which produced 101,224 KWH of renewable energy (solar).

Total renewable energy (GJ)

Solar (renewable) energy from Dadra and Rakholi

Solar (renewable) energy from Italy

Total Renewable Energy

Total renewable energy (GJ)

7,113

6,770

FY22   FY23

Embracing energy savings and efficiency for a greener future

We acknowledge the tremendous potential for energy savings initiatives and their associated positive impact on the environment and society. Considering our energy consumption, we have carried out multiple such initiatives across our operations. These have helped reduce our electricity consumption, carbon footprint, and costs. Following are the initiatives we have implemented to drive optimization, enhance energy efficiency, and move to greener operations.

Rakholi plant

Installing timers on all office air conditioners and street lights.

Incorporating motion sensors for office lighting.

Introducing portable chillers at individual lines, reducing the load on the main chiller and saving around 20000 units of energy.

Installing portable compressors in dispatch and packing areas to alleviate the load on the main compressor, resulting in savings of approximately 10000 units and Rs. 90000.

Equipping all tanks with water level sensors to prevent water wastage through overflow.

Upgrading UPS units to operate in energy-saving mode, achieving 20% higher efficiency.

Upgrading Plate Heat Exchangers (PHE) for buffering machines, improving efficiency by 20%.

Our actions towards harnessing alternative energy sources

OFC Waluj

Conservation of energy

- Modification in the power contract with the Electricity board results in annual savings on the power bill.
- The installation of advanced IGBT technology UPS enhances efficiency to 95% compared to the older rectifier technology with less than 90% efficiency.
- The replacement of overhead pumps for chilled water circulation with a submersible single pump significantly reduces power consumption.
- Old roof lights in the reliability lab are replaced with low-power LED lights, resulting in power savings and improved visibility.
- The high recovery RO plant efficiently utilizes RO reject water in washrooms and gardening.
- The centralised utilities building is now operational, with an expected energy saving of 10 to 15%.
- Cutting-edge and highly efficient equipment have been chosen, providing 100% redundancy, including Dry transformer, UPS, RMU, Type tested panels, HVAC, Cooling towers, and Pumps.
- The introduction of a new PEB shed with a roof skylight design aims to reduce the daytime plant lighting load.
- Energy-saving measures implemented in Sheathing lines, Extruder, and Caterpillar automatically stop functioning when below 5 mpm line speed, leading to energy and raw material savings.
- The chilled water circulation pumping system has been revamped, using submersible pumps to enhance system reliability.
- A centralised SCADA system for the utility section has been completed as part of a new project design phase.
- Machine running hours are being monitored to improve Overall Equipment Efficiency (OEE) through efficient planning.
- Process tanks now feature insulation cladding and inner FRP coating to reduce energy losses.
- The installation of aluminum air pipelines minimizes air friction during flow, leading to higher compressor efficiency and lower air losses.

Conservation of compressed air

- Old buffering machines have been replaced with new ring knife type air wipers.
- FG lines are now interlocked with the extruder, ensuring it only works when the extruder is functioning.
- Buffering lines are interlocked with the take-up, enabling operation only when the take-up is active.
- Upgrading to more efficient LED lights has replaced the old plant lights, resulting in power savings and improved visibility.
- Lights-switching arrangements have been adjusted to allow for alternate on/off switching as needed.
- DC motors in production machines are being substituted with high-efficiency AC motors, leading to power savings and reduced maintenance.
- Cooling tower fans are now interlocked with CT sump water temperature, conserving fan motor running time.
- Pressure regulators have been applied in FG line air wipers to optimize wiper utilization at lower air pressure, leading to air and compressor running hours savings.
- Cooling towers are operated with Variable Frequency Drives (VFDs) and have a common header for improved efficiency.
- Motion sensors, Light Dependent Resistors (LDRs), and timers are installed for office and street lights and Air Condition Units to reduce power consumption.
- Heat exchangers (PHE) have been installed for all sheathing and buffering lines in the plant to reduce the load on chillers.
- Water level sensors have been implemented in collection tanks to maintain an optimum water level for chillers, contributing to power savings.

Heating, Ventilation, and Air Conditioning (HVAC) system

The latest inverter compressors in these systems efficiently manage variable compression ratios and adapt to varying load requirements. These systems incorporate special electronic expansion valves with 3000 steps, ensuring precise temperature control. Additionally, the machines can accurately adjust their capacity based on internal loads and external ambient conditions. These remarkable features result in an impressive 25% annualized power savings compared to conventional systems.

There are plans to increase solar power capacity on the rooftop and parking shed.
The possibility of power exchange alternatives from solar and wind power is being investigated.

> We are continuously exploring the benefits, strategies, and innovative approaches that can propel us towards more efficient and responsible energy consumption.
>
> In a bid to further increase our sustainability efforts, we committed to the Science-Based Targets Initiative (SBTi) in FY23 for more transparent and granular carbon monitoring, control, and disclosure. This underscores our ambition to become net-zero by 2030.
>
> Adopting SBTi reinforces our sustainability commitment, as we always believe in setting targets and measuring them scientifically. At the same time, we also hope to encourage and motivate our peers to take equally bold transformation measures that can have a net positive impact on the present climate realities.

Mapping SDGs with our energy and emission management initiatives

SDG Goals	SDG Target	Key Indicators	Achieved in FY22	Achieved in FY23
7 AFFORDABLE AND CLEAN ENERGY	7.2: Increase global percentage of renewable energy	Use of renewable energy	Increased green energy procurement by 30% Secured 6,770 GJ, of renewable electricity in FY22	Secured 7,113 GJ of renewable electricity in FY23
	7.A: Promote access, technology, and investments in clean energy 7.3: Double the improvement in energy efficiency	Capital investments on upgradation	Invested in projects on technology upgradation and increased sourcing of renewable energy	Endeavours such as process enhancement and waste reduction in optical fibre and cable manufacturing,

SDG Goals	SDG Target	Key Indicators	Achieved in FY22	Achieved in FY23
				creation of ecologically friendly cabling solutions with reduced carbon impact, innovation in multi-core fibre tech with significantly lower material usage, deployment of ESG data management software, and installation of advanced IGBT technology Riello UPS and Kaeser air compressor units are our focal points.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.2: Promote inclusive and sustvainable Industrialization	Transition towards battery Forklifts	Initiated projects to optimize our electricity consumption and reduce our carbon emissions	
	9.4: Upgrade all industries and infrastructures for sustainability	Investing in a greener future	Initiatives to convert all our forklift operations to electric by 2030	
13 CLIMATE ACTION	13.2: Integrate climate change measures into policy and planning	Capital investments on energy savings and renewable energy	Capital investment in replacing old machinery with high efficiency and quality product-delivering machines	

Focused on Water Positivity for a Sustainable Planet

Water is an essential element of our future, and we must manage it sustainably. According to a recent United Nations report on water, it is projected that by 2050, between 1.7 and 2.4 billion individuals in urban areas worldwide will face water scarcity.

> We are consistently working towards water positivity across our locations **globally by 2030**

Recognizing the importance of sustainable water management, we have prioritized the efficient use of water. We are committed to ensuring clean and discharge-free water bodies for shared use by all stakeholders. In addition to our commitment to achieve water positivity across all our sites by 2030, we have proactively implemented measures to reinforce responsible utilization through reuse of wastewater post-treatment within our operating boundaries.
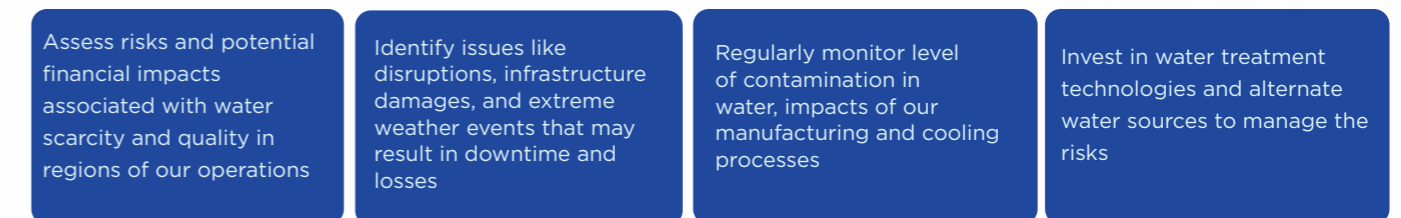
SDG's Associated	GRI	UNEP Principles	IFC	UNGC
6 CLEAN WATER AND SANITATION **12 RESPONSIBLE CONSUMPTION AND PRODUCTION**	GRI 303: Water and Effluents 2018: 303-1, 303-2, 303-3, 303-4, 303-5	Innovation- and Integration	Performance standard 1: Assessment and management of environmental and social risks and impacts Performance standard 3: Resource efficiency and pollution prevention	Environmental responsibility and initiatives: Principle 7, 8, 9

Effectively addressing the challenges and possibilities associated with water management

With increasing water scarcity, managing water-related risks is of paramount importance for us. We recognize the significance of proactive water risk assessment as a crucial step to identifying water-related challenges and opportunities.

Our operations can potentially be disrupted by a wide range of water-related risks and challenges associated with water scarcity, drought, water stress, and flooding. This also impacts the biodiversity and ecosystems around our operations.

Our approach towards managing water-related risks

Assess risks and potential financial impacts associated with water scarcity and quality in regions of our operations	Identify issues like disruptions, infrastructure damages, and extreme weather events that may result in downtime and losses	Regularly monitor level of contamination in water, impacts of our manufacturing and cooling processes	Invest in water treatment technologies and alternate water sources to manage the risks

STL adheres to specific water usage regulations, discharge standards and water management practices

STL's water policy and conservation initiatives outline our commitment to sustainable management

By assessing risks at an early stage, we have adopted a comprehensive and resilient approach to water management. Our focus is on recycling and reusing wastewater generated from daily operations. We believe that it is imperative to monitor, evaluate, and continuously improve our water management initiatives, and we have established a water policy that outlines our commitment to sustainable water management. This policy serves as a guiding framework toward our goal of water positivity by 2030.

Our water management policy

- Ensure compliance with applicable laws and regulations
- Explore alternatives to minimize impacts on sites in water stressed areas
- Leverage technological interventions to recycle and reuse water wherever possible
- Strive towards ZLD certification for all manufacturing locations

Water consumption (m³)

- FY 22: 6,62,114
- FY 23: 7,12,315
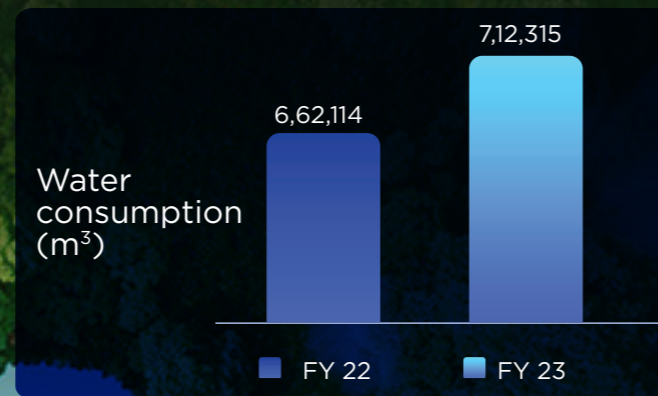
To ensure effective water management, we employ robust monitoring and reporting systems. We measure and monitor water consumption across our facilities. This also helps us identify areas for improvement and track our progress towards improving water usage efficiency. We also conduct periodic water audits to identify areas for improvement.

We are dedicated to minimizing water consumption in our business processes through the implementation of sustainable practices. This includes a range of initiatives aimed at conserving water resources and promoting responsible use.

We actively engage in rainwater harvesting, capturing, and storing rainwater for various non-consumption purposes such as landscape maintenance and other operational needs. By utilizing this alternative water source, we reduce our reliance on traditional freshwater supplies.

Additionally, we prioritize water reuse after treatment for non-consumption purposes. Our efforts involve treating greywater, to make it suitable for tasks that do not require potable water. This helps reduce overall water demand while promoting efficient resource utilization. To avoid wastage, we employ water-efficient appliances throughout our operations. By using fixtures, faucets, and equipment designed to minimize water usage, we can effectively mitigate leaks and prevent unnecessary water loss.
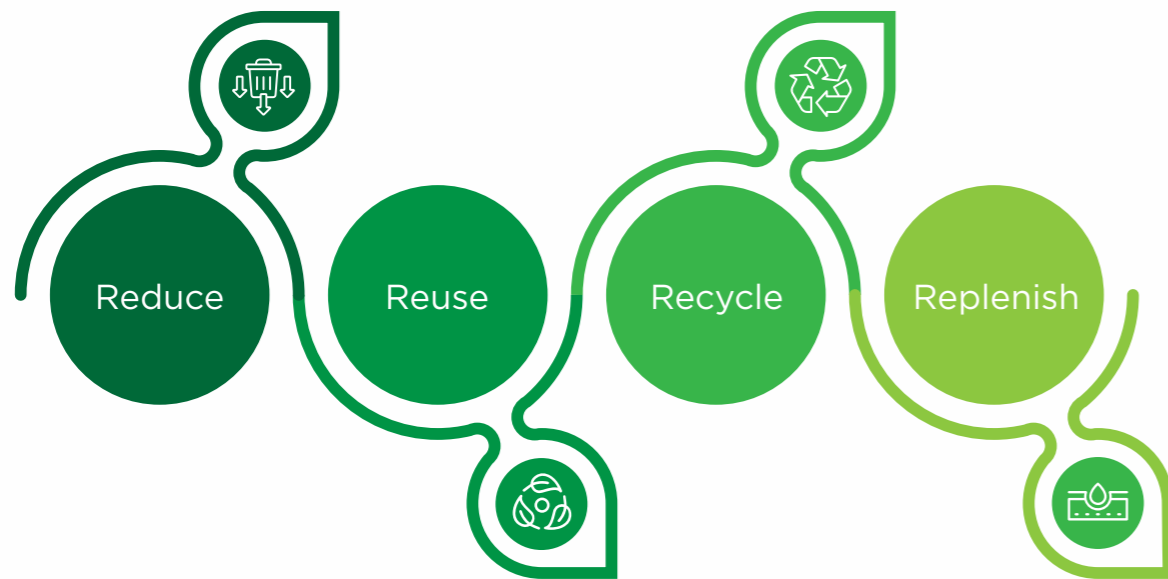
Specific water consumption

	FY 22	FY 23
OF (L/FKM)	13.03	13.28
OFC (L/CKM)	219.99	273.66
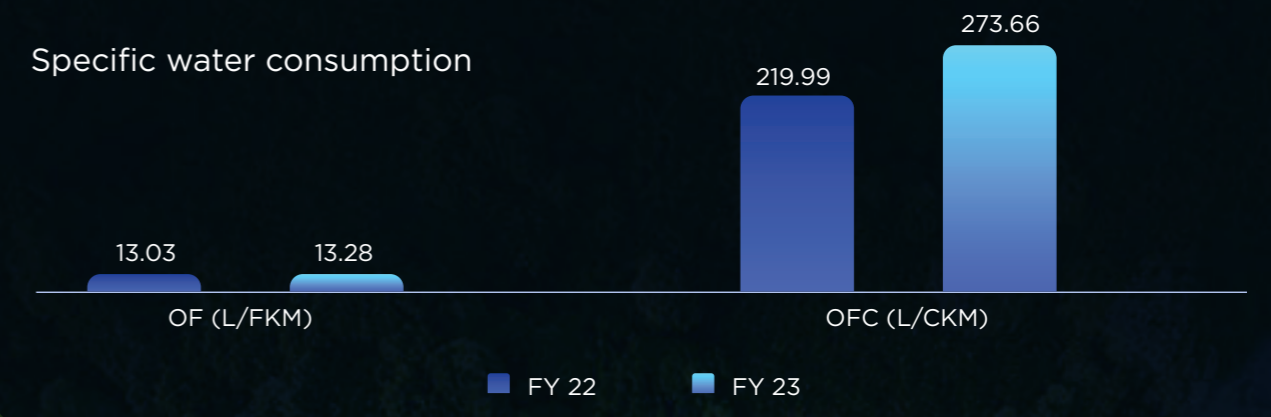
Water purchased and withdrawn (m³)
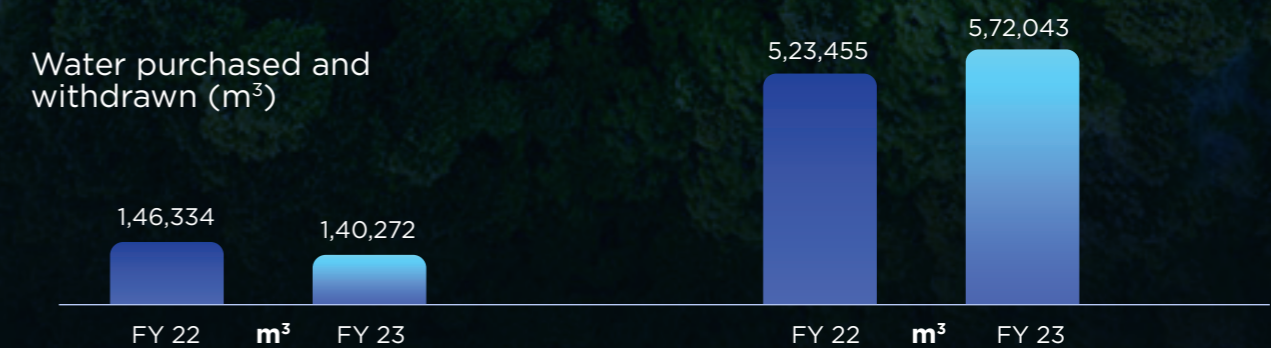
Other (Surface water, ground water, sea water)
- FY 22: 1,46,334
- FY 23: 1,40,272

Third party water (municipal water suppliers, municipal wastewater treatment plants, private utilities)
- FY 22: 5,23,455
- FY 23: 5,72,043

Our 4R approach

We have taken proactive steps to create awareness and promote employee engagement in our efforts to mitigate water wastage. Through comprehensive training programs, we educate and inform all employees about the detrimental consequences of water wastage and emphasize the importance of judicious water use.

Our training initiatives aim to instil a deep appreciation for water conservation, urging employees to integrate the principles of reduce, recycle, reuse, and replenish into their daily activities. By recognizing the intrinsic value of water and embracing sustainable practices, we empower our employees to actively contribute to our water conservation goals.

Furthermore, we foster a culture of employee engagement, encouraging our workforce to take ownership of water conservation initiatives. Through regular communication channels, we provide updates, share success stories, and highlight the impact of individual and collective efforts in reducing water consumption.

Water recycled and reused (m³)
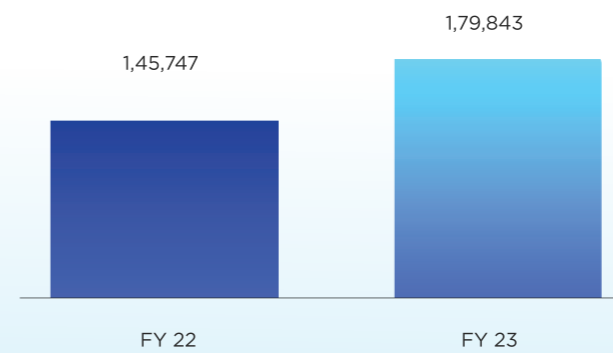
Rain Water Harvesting (m³)

Our water management practices follow ISO 46001:2019, and annual assessments are conducted to evaluate their effectiveness.

Additionally, we have implemented various initiatives to manage our water demands in a systematic and sustainable manner. This includes the implementation of rainwater harvesting techniques, which enable us to capture rainwater and prevent runoff into municipal sewers.

Our rainwater harvesting practices play a valuable role in our journey towards water positivity. By implementing rainwater harvesting, we have reduced our dependence on traditional water sources. This has contributed to water conservation efforts and helped us mitigate water scarcity concerns in areas prone to limited water availability.

> To optimize benefits for the environment and society, we have integrated best practices that synergize with our meticulously designed rainwater collection infrastructure.

Key components of our rainwater harvesting infrastructure

Roof gutters

- Rainwater storage tanks
- Filtration and Treatment facility
- Sedimentation tanks and Mesh filters
- Downspouts

Water metering and monitoring

Installed water meters and monitoring systems to track the usage of harvested rainwater.
This allows to assess the effectiveness of the rainwater harvesting system, identify any issues, and optimize its usage.

Non-potable water applications

Utilized the harvested rainwater for non-potable purposes within our premises.
Applications include irrigation of landscaped areas, flushing toilets, cooling systems, and other industrial processes that do not require potable water.

Maintenance and Cleaning

Regularly maintain and clean the rainwater collection infrastructure to prevent debris buildup, ensure proper functioning, and maintain water quality.
This includes inspecting gutters, downspouts, and storage tanks, as well as cleaning or replacing filters as necessary.

Education and Training

Conduct awareness campaigns and training for employees about the benefits and proper utilization of rainwater harvesting. Encourage employees to use rainwater for suitable applications and promote water conservation practices throughout the organization.

Regulatory Compliance

Ensuring that our practices adhere to specific guidelines or requirements prescribed by authorities.

All of STL's Indian plants are certified as Zero Liquid Discharge (ZLD).
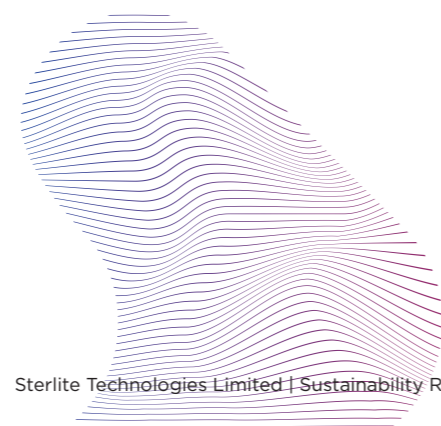
Preserving our water resources by ensuring Zero Liquid Discharge (ZLD)

ZLD is a wastewater treatment approach that aims to eliminate liquid waste discharge from industrial processes. It focuses on the complete reuse and recycling of water, thereby minimizing water waste and reducing environmental impacts.

We implement it through a combination of treatment technologies. This includes evaporation, crystallization, and membrane filtration, to separate and recover water from the wastewater stream. The remaining solid waste, or brine, is typically sent for further treatment or disposal.

Concentration and evaporation

The separated water undergoes a concentration process to remove additional impurities and reduce its volume. Evaporation is a common method used to achieve this. Here, the wastewater is heated to convert it into vapor, leaving behind the dissolved solids.

Crystallization

The concentrated wastewater is further processed through crystallization. This involves cooling the concentrated solution to precipitate the dissolved solids.

Solid crystals of are formed that can be collected and disposed of separately.

Water reuse

The final step in ZLD is to recover as much water as possible from the concentrated solution and recycle it. This can be achieved through various techniques, such as reverse osmosis, which filters out the remaining impurities and contaminants from the concentrated water, making it suitable for reuse.

" Our manufacturing units in India have achieved zero-liquid discharge certification aligned with ISO 14021:2016. This accomplishment is made possible through the installation of effluent treatment plants (ETP) and multi-effect evaporator (MEE) plants, along with various modifications to our in-plant processes. "

Implementing ZLD has not only helped us conserve water but also protected the ecosystem by preventing pollution of water bodies.
To ensure our efforts are holistic, we collaborate with local communities to support water conservation projects, watershed restoration, and sustainable water management practices, especially in water-stressed regions where we operate.
We do this through partnerships with organizations focused on water conservation or by investing in projects that restore watersheds or other natural water systems.
Recognizing that responsible water management requires collaborative efforts, we also focus on raising public awareness about the importance of water conservation and the need for responsible water management. We do this through initiatives such as educational campaigns, community engagement programs, and the dissemination of information about water-saving practices.

Mapping SDGs with our water management practices

SDG Goals	SDG Target	Key Indicators	Achieved in FY22	Achieved in FY23
6 CLEAN WATER AND SANITATION	6.3: Improve water quality, wastewater treatment, and safe reuse	• Proportion of wastewater safely treated. • Proportion of bodies of water with good ambient water quality	• 100% Aurangabad manufacturing facilities ZLD certified. • Conserved 9,000+ m3 of rainwater, through rainwater harvesting initiatives	• All plants in India are now ZLD certified. • 8,926 m3 in rainwater harvested
	6.4: Increase water use efficiency and ensure freshwater supplies	Change in water-use efficiency over time.	Upgraded sewage treatment plants with sensor-based technology	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	4R approach, optimizing our water consumption	• In FY22 water recycle and reuse is 145,747 KL • Our Shendra draw, Waluj, Gaurav and Waluj OFC plants are zero liquid discharge certified as per ISO 14021:2016 • Awareness of sustainable water uses to 100% of employees.	Our approach helped us to recycle and reuse 179,843 KL of wastewater

Driving Circularity: Converting Waste to Worth

100% STL manufacturing locations to be Zero Waste to Landfill certified by 2030

The generation and disposal of waste in landfills have significant implications, including the pollution of surrounding areas. The emission of greenhouse gases from this process contributes to climate change. Moreover, storing and transporting waste incurs high costs, and there is also the issue of misusing and overusing scarce resources. Effective waste management thus plays a huge role in reducing GHG emissions and the release of harmful substances that can have detrimental impacts on human health and ecosystems.

To minimize impact due to waste generation and disposal in landfills, we are collaboratively working towards ensuring a clean and waste free environment for our stakeholders while specifically focusing on attaining our zero waste to landfill (ZWL) objectives.

SDG's Associated	GRI	UNEP Principles	IFC	UNGC
11 SUSTAINABLE CITIES AND COMMUNITIES **12 RESPONSIBLE CONSUMPTION AND PRODUCTION**	GRI 306 Waste 2020: 306-1, 306-2, 306-3, 306-4, 306-5	Innovation- and Integration	Performance standard 1: Assessment and management of environmental and social risks and impacts Performance standard 3: Resource efficiency and pollution prevention	Environmental responsibility and initiatives: Principle 7, 8, 9

Navigating the path to sustainable waste management

Mishandling of waste can have grave impacts on the environment and worker health. Improper disposal of waste can lead to water and soil contamination and pollution. Disposal in landfills results in the release of methane, a GHG emission 25 times more potent than carbon dioxide. In addition to the negative environmental impacts, improper waste management can impact the health of our workers and the communities we operate in. It can also result in fines and penalties. Thus, it is important to handle waste by ensuring compliance with regulatory procedures and adopting sustainable practices.

To mitigate risks, we maintain a commitment to adhering to all statutory compliances and closely monitor our practices in reference to evolving waste management regulations. We focus on adopting best practices associated with sustainable waste management.

Implementing appropriate safety measures → Conducting thorough risk assessments → Providing training programs on waste handling procedures → Encouraging a culture of safety awareness and active participation → Regularly monitoring and maintaining waste storage

We are committed to implementing a comprehensive approach to reduce and manage the waste generated by our operations. Our approach is guided by a comprehensive waste management policy.

Our waste management approach focuses on eliminating waste and maximizing the efficient use of available resources. Furthermore, we conduct assessments to verify that our suppliers and waste buyers comply with our policies regarding the sustainable disposal of waste. We prioritize vendors who share our environmental values and possess approval from the Pollution Control Board. This proactive approach ensures that all stakeholders involved in our waste management processes adhere to our standards and contribute to responsible waste practices.

Our Waste Management Policy

Segregation of waste at the source
Reducing waste generation
Re-using waste to promote circularity of resources
Recycling waste through authorized channels
Incineration of waste through safe channels
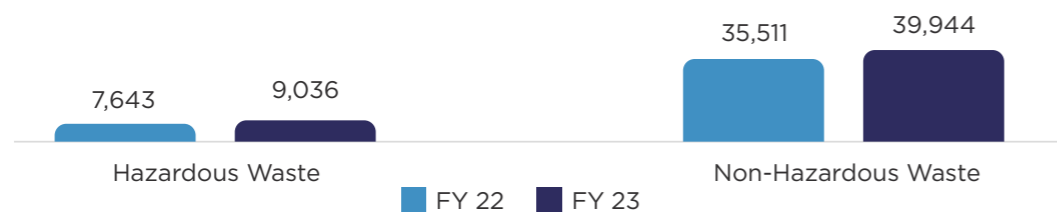Striving towards ZWL

We assess the nature and scale of waste generated in our operations to better segregate the waste and strive towards reducing waste generation in every business process through audits and the implementation of sustainable practices. Best-in-class procedures have been implemented for the collection, handling, tracking, storage, treatment, transportation, and recycling of hazardous and non-hazardous waste materials. To prevent contamination, we store such waste separately in clearly designated zones within our manufacturing facility.

Throughout the manufacturing process and handling of both by-products and hazardous waste, we strictly adhere to REACH and RoHS regulations.

STL ensures compliance with Restriction of Hazardous Substances (RoHS)
Registration Evaluation, Authorization, and Restriction of Chemicals (REACH) regulations
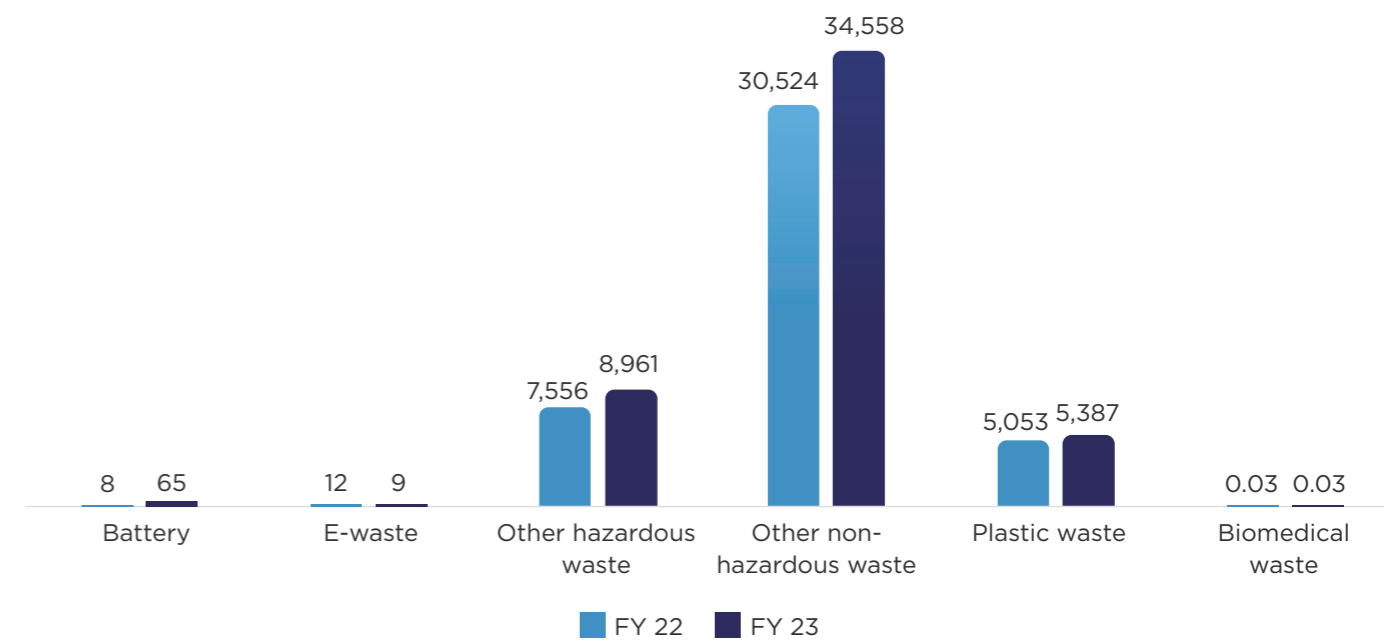
This ensures the safe production of our products while also addressing the management of by-products and hazardous waste.

Total waste generation (MT)*

Hazardous Waste	Non-Hazardous Waste
7,643	35,511
9,036	39,944

FY 22 FY 23

*Waste data does not include US and China operations for FY22 and FY23

Total waste generation (MT)*

	Battery	E-waste	Other hazardous waste	Other non-hazardous waste	Plastic waste	Biomedical waste
FY 22	8	12	7,556	30,524	5,053	0.03
FY 23	65	9	8,961	34,558	5,387	0.03

FY 22 FY 23

We promote waste minimization, recycling, and resource recovery. We ensure that recyclable materials are sorted and processed appropriately.

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We ensure that recyclable materials are sorted and processed appropriately.

Sodium hypochlorite

Sodium hypochlorite is a potent bleach or disinfectant known for its ability to effectively eradicate various pathogens, including bacteria, viruses, fungi, and mycobacteria. It finds industrial applications in diverse sectors such as chemical manufacturing, food processing, glass production, and waste disposal. Moreover, it is utilized in the pharmaceutical industry for textile bleaching and odour reduction in industrial wastewater. Additionally, sodium hypochlorite plays a role in preventing algae growth in cooling towers.

To ensure responsible waste management of sodium hypochlorite, our approach involves selling the by-product to authorized vendors. These vendors specialize in supplying sodium hypochlorite to industries that can reuse it for their respective applications, as mentioned earlier.

By selling the sodium hypochlorite waste to these approved vendors, we contribute to the circular economy and promote the sustainable use of resources. The reuse of this waste product minimizes the need for its disposal, reducing environmental impact and conserving valuable raw materials.

Through this waste management approach, we prioritize the responsible handling and management of sodium hypochlorite waste, ensuring that it finds beneficial reuse in industries that can effectively utilize its properties.

47,000+ MT of waste diverted from landfills

28,000+ MT of by-products reused as input materials for production by other industries

179,000+ m³ water recycled in manufacturing processes

Non-hazardous wastes

Non-hazardous waste generated at our facility comprises various materials such as basic paper, metal scrap, cardboard, plastic spools and containers, wood, copper, food, and other daily waste. To ensure proper waste management, we have established a daily collection system, where waste is segregated and stored for further processing.

Both the plant and corporate office are equipped with designated dustbins for dry waste and wet waste. This provision enables effective waste segregation, ensuring that different types of waste are appropriately separated By implementing this waste segregation practice, we promote responsible waste management and facilitate the subsequent processing of waste materials. It allows us to maximize recycling and recovery efforts, minimize environmental impact, and contribute to a more sustainable waste management system.
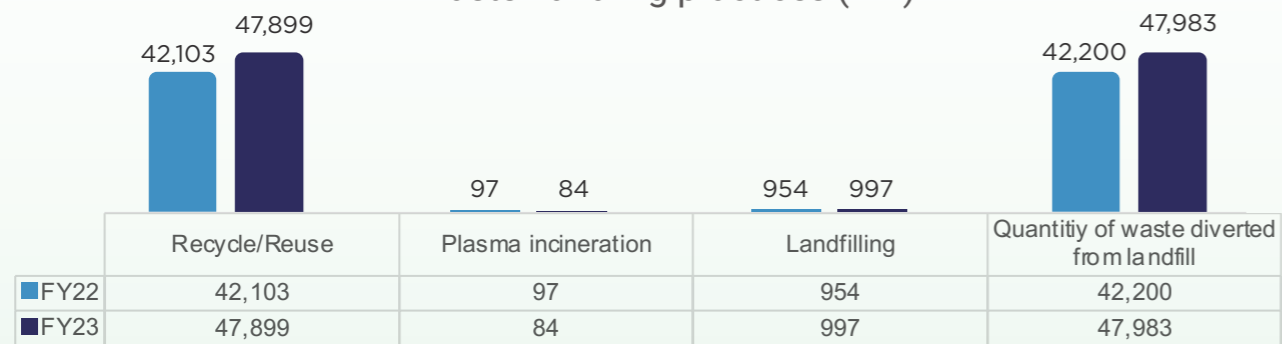
Electronic waste

Our electronic waste, commonly referred to as e-waste, consists of inoperable electrical or electronic devices. This includes items such as keyboards, laptops, display screens, CPUs, mice, telephones, wires, and various other electronics.

To ensure responsible handling and management of e-waste, we collaborate with authorized vendors who specialize in the collection and processing of such materials. These vendors undertake further steps, such as refurbishment, reuse, resale, or salvage recycling through material recovery, to maximize the value and lifespan of these electronic devices.

By engaging with authorized vendors for e-waste management, we contribute to the circular economy by promoting the reuse and recycling of valuable resources. This approach reduces the environmental impact of electronic waste and supports sustainable practices within our operations.

Through these efforts, we prioritize the proper disposal and management of e-waste, adhering to regulations and best practices to minimize the environmental footprint associated with electronic devices.

Waste handling practices (MT)*

	Recycle/Reuse	Plasma incineration	Landfilling	Quantitiy of waste diverted from landfill
FY22	42,103	97	954	42,200
FY23	47,899	84	997	47,983

*Waste data does not include US and China operations for FY22 and FY23

Waste directed to disposal (MT) for FY22*

- Incineration
- Landfill
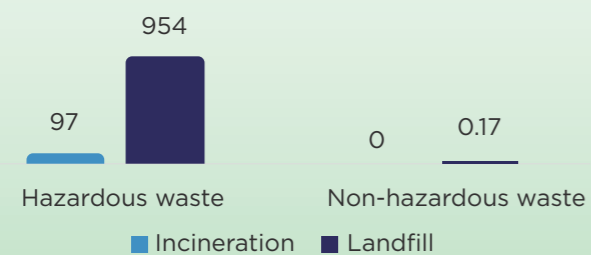
*Waste data does not include US and China operations for FY22

Waste directed to disposal (MT) for FY23*

- Incineration
- Landfill
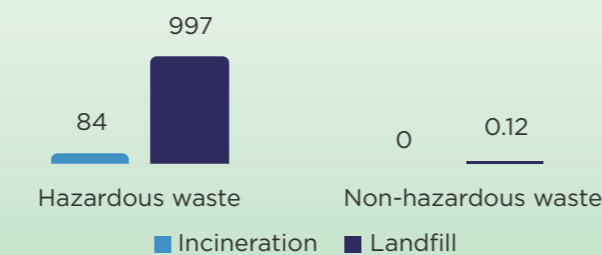
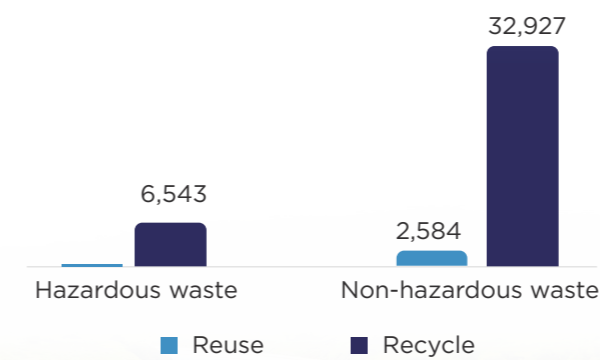*Waste data does not include US and China operations for FY23

Embracing a landfill-free future through our zero waste to landfill commitments

Treating waste as a valuable resource is fundamental to our waste management approach. Diverting waste refers to the practice of reducing the amount of waste sent to landfills by finding alternative uses or recycling opportunities for waste materials.

100% of our Indian and Italian manufacturing facilities are Zero Waste to Landfill (ZWL) certified by TUV SUD
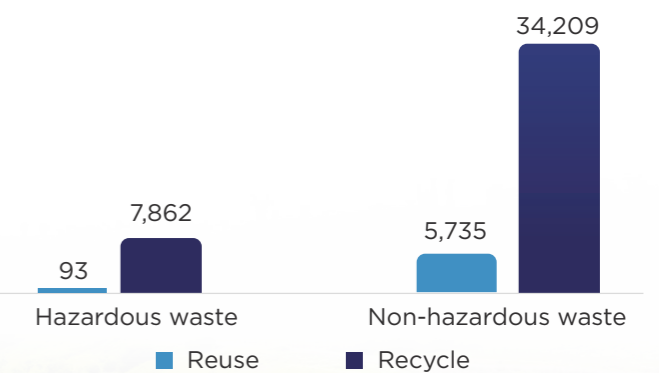
This achievement has allowed us to optimize resource utilization and operate in a more efficient and environmentally friendly manner.

Waste diverted from disposal (MT) for FY22*

- Reuse
- Recycle

*Waste data does not include US and China operations for FY22

Waste diverted from disposal (MT) for FY23*
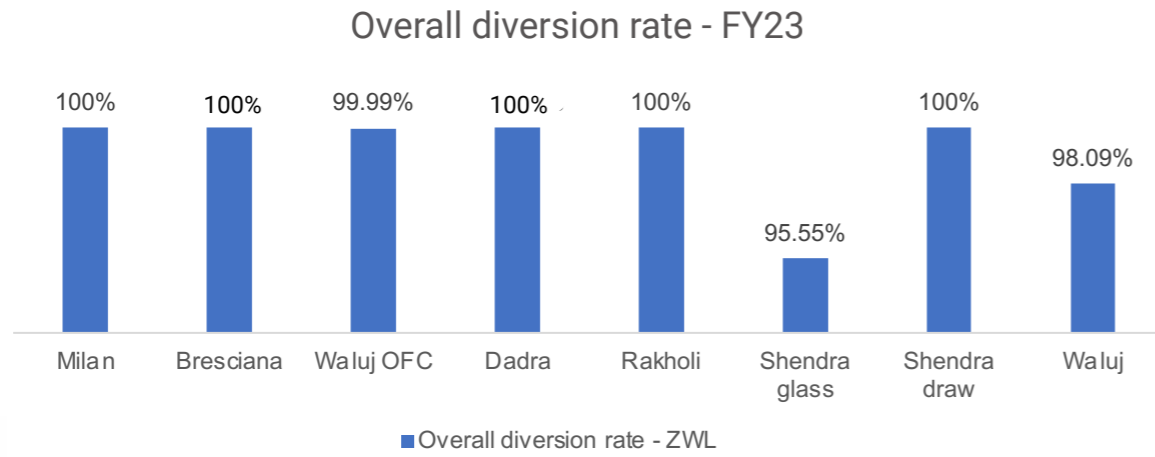

- Reuse
- Recycle

*Waste data does not include US and China operations for FY23

Transforming waste into sustainable solutions through co-processing

While ensuring our processes comply with strict waste management regulations in the countries where we operate, we also verify that our recyclers follow approved approaches.

Overall diversion rate - FY23

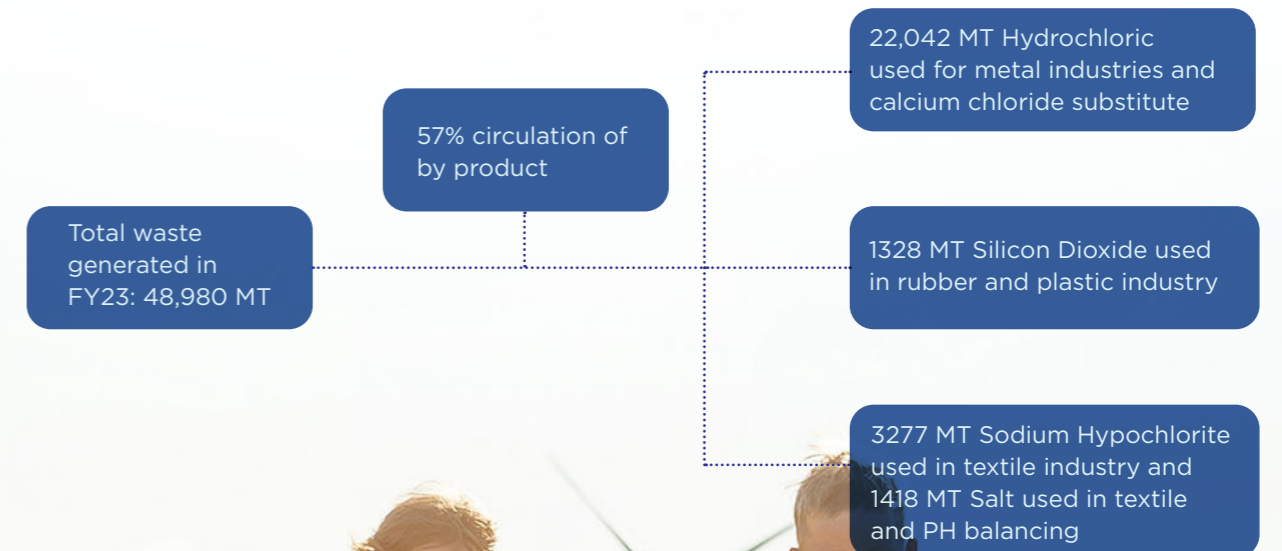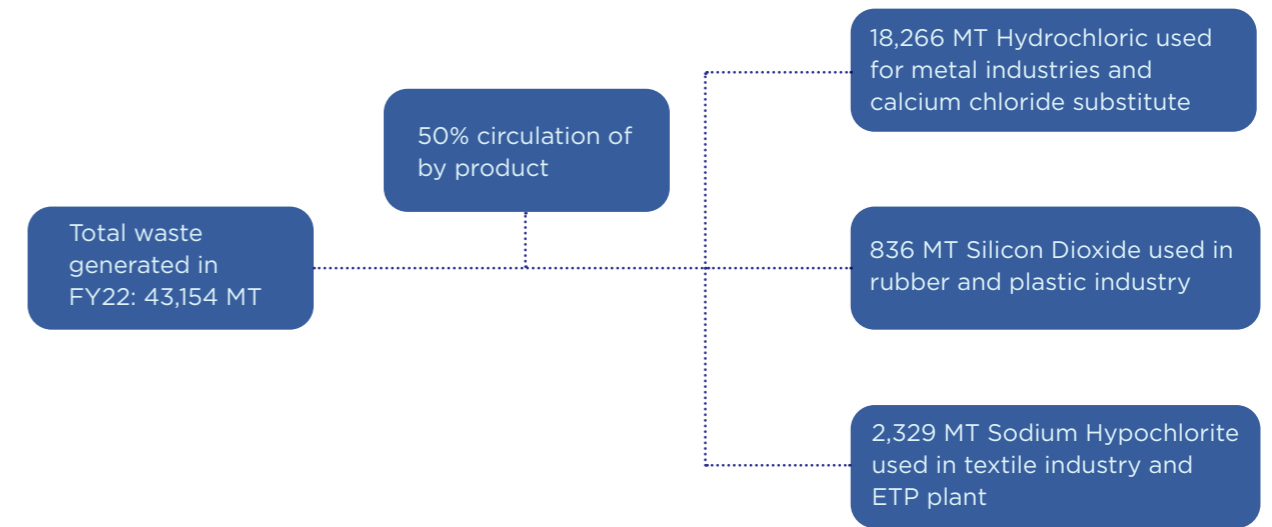| Milan	Bresciana	Waluj OFC	Dadra	Rakholi	Shendra glass	Shendra draw	Waluj
100%	100%	99.99%	100%	100%	95.55%	100%	98.09%

■ Overall diversion rate - ZWL

This ensures their adherence to prescribed laws and promotes the further reuse of our by-products or waste, particularly for optic fibre, cables, and LSZH materials, fostering a circular economy.

" Our company has incorporated co-processing in collaboration with cement companies as part of our waste disposal and management solutions. This collaborative approach aids in transforming waste into energy, contributing to more sustainable waste management practices. "

Furthermore, we have prioritized opportunities to reuse waste by maximizing the utilization of materials generated from our operations as valuable resources for our industry and other sectors. This not only conserves natural resources during the production of new products but also generates revenue over time.

As a result of these concerted efforts to divert waste from landfills, most of our waste, including hazardous waste and by-products, is reused.

Total waste generated in FY22: 43,154 MT

50% circulation of by product

- 18,266 MT Hydrochloric used for metal industries and calcium chloride substitute
- 836 MT Silicon Dioxide used in rubber and plastic industry
- 2,329 MT Sodium Hypochlorite used in textile industry and ETP plant

Total waste generated in FY23: 48,980 MT

57% circulation of by product

- 22,042 MT Hydrochloric used for metal industries and calcium chloride substitute
- 1328 MT Silicon Dioxide used in rubber and plastic industry
- 3277 MT Sodium Hypochlorite used in textile industry and 1418 MT Salt used in textile and PH balancing

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
11 SUSTAINABLE CITIES AND COMMUNITIES	11.6: Reduce the environmental impacts of cities	Eliminating waste and continual use of resources	Ensured that the vendors selected are also environmentally conscious and are approved by Pollution Control Board (PCB)	
	11.7: Provide access to safe and inclusive green and public spaces	Diversion of waste from landfills	Diverted 42,000+ MT of waste from landfills	Diverted 47,983 MT of waste from landfills
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	Choosing vendors consciously	Screened and validated vendors based on our ESG prerequisites	
	12.4: Responsible management of chemicals and waste	Waste segregation at source	Waste segregated at source for further processing	
	12.6: Encourage companies to adopt sustainable practices and sustainability reporting	Waste to energy	Diverted 2,329 MTPA of sodium hypochlorite waste to other processing industries	Diverted 3,227 MTPA of sodium hypochlorite waste to other processing industries
	12.8: Promote universal understanding of sustainable lifestyles	Setting an example for sustainable management	5 out of 6 Indian plants were ZWL certified	All Indian and Italian Plants are ZWL certified.

From Source to Solution: Green Products with a Sustainable Supply Chain

Working toward an inclusive and greener future for all, our commitment to high-quality standards extends to the eco-friendliness of our products and services. STL's Rakholi and Dadra Plants are SA8000 certified, and we require our suppliers to adhere to code of conduct.

Through rigorous life cycle assessments, we ensure that our products meet environmental viability criteria. This allows us to identify areas where energy optimization or material replacement can be implemented to reduce the eco-footprint of our products.

> " So far, STL has successfully conducted Life Cycle Assessments (LCA) for 12 products, and our goal is to cover 100% of our product range by 2030. "

This initiative enables us to expand our portfolio of green products, catering to the growing demand from environmentally conscious customers. We firmly believe that such sustainability-centric offerings will not only contribute to a greener future but also generate an additional revenue stream for our company in the years to come.

Energy-efficient network equipment: We use network equipment such as switches, routers, and servers, that are designed to be energy-efficient. These devices have features like power-saving mode, intelligent power management, and energy-efficient components.
Eco-friendly packaging: We opt for packaging materials that are recyclable, biodegradable, or made from recycled materials. We also look to reduce unnecessary packaging and consider using minimalistic packaging designs to lessen waste.

Ensuring greener operations: By switching to renewable energy sources to power our operations, including offices and plants, we are committed to reducing our carbon footprint. We have also implemented efficient cooling systems that optimize energy consumption and use eco-friendly refrigerants.

Driving circularity: Any waste generated undergoes recycling and disposal programs, which establish the end-of-life for STL products. We partner with recycling companies that specialize in handling electronic, optic fibre, and cable waste to ensure proper disposal and lower our environmental impact. Using the same principles, we collaborate with suppliers and manufacturers who follow environmentally friendly practices and have sustainable certifications.

In an effort to ensure excellence in product design and sourcing, employees are introduced to the importance of sustainability and resource optimization. They are provided with training on eco-friendly and sustainable practices. We went a step ahead and encouraged them to use such practices both at work and their personal lives through regular trainings and employee engagement programs.

By incorporating these green practices into our manufacturing processes, we curtail our environmental impact and contribute to a more sustainable future.

Present policies and procedures governing green products

The importance of sustainability and green practices are crucial for us. Therefore, our selected ONB plants are compliant with all relevant environmental certifications for green products:

> ISO-9001:2015 (QMS)
> ISO/IEC-27001:2013 (ISMS)
> TL-9000:2016 (QMS)
> ISO-14001:2015 (EMS)
> ISO-45001:2018 (OHSMS)
> ISO-22301:2019 (BCMS)

Environmental risks and opportunities associated with green products

Adopting Green Products

Risks	Higher Costs
	Limited Market Acceptance
	Supply Chain Challenges

Opportunities	Competitive Advantage
	Innovation and Research
	Regulatory Compliance
	Cost Savings
	Brand Reputation

To effectively navigate these risks and capitalize on the opportunities, we believe it is crucial for us to conduct a thorough and regular analysis of the market, understand customer preferences, evaluate the financial feasibility, and develop a comprehensive sustainability strategy that aligns with our business goals.

Associated SDG's	GRI	UNEP Principles	IFC	UNGC
12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	GRI 302: Energy 2016: 302-1, 302-3, 302-4	Innovation- and Integration	Performance standard 1: Assessment and management of environmental and social risks and impacts Performance standard 3: Resource efficiency and pollution prevention	Environmental responsibility and initiatives: Principle 7, 8, 9

Associated SDG's	GRI	UNEP Principles	IFC	UNGC
	GRI 305: Emissions 2016: 305-1, 305-2, 305-3, 305-4, 305-5			
	GRI 306 Waste 2020: 306-1, 306-2, 306-3, 306-4, 306-5			

Compliance with REACH, ROHS

The manufacturing process of optical fibre and cables produces both scrap and by-products, some of which can be hazardous. However, we ensure best-in-class procedures are used for collecting, handling, tracking, storing, treating, transporting, and recycling these materials. This includes storing such wastes separately in clearly marked zones within our manufacturing facility to prevent contamination, as well as working only with waste buyers that are approved by the pollution control board and can provide us with declarations on how our waste is used.

Our commitment extends to complying with stringent international standards such as the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) regulations. These evaluations encompass not only environmental considerations but also waste disposal, human rights, fair labour practices, and anti-corruption measures.

These regulations guide our manufacturing processes and the handling of both; by-products and hazardous waste. To maintain alignment with our values and practices, we conduct assessments and audits of our suppliers and waste buyers.

Shaping a future with a vision for sustainability

The sector heavily relies on both fixed and mobile network infrastructures, as well as offices and plants. All of these consume significant amounts of energy and consequently result in substantial carbon emissions.
To address the impacts of climate change, we initiated a program aimed at gradually decarbonizing supply chain activities.

The program focuses on enhancing the energy efficiency of assets, increasing the utilization of renewable energy sources (including self-production), and promoting circular models to minimize waste and maximize resource utilization.

Packaging with purpose and planet-friendly solutions

When analysing the risks related to climate change, we also consider the potential opportunities that can significantly affect our financial and strategic position due to the nature of our business. This assessment includes determining the materiality of these opportunities. We are committed to ongoing innovation to address ESG risks and capitalize on potential opportunities.

Expanding the range of low-emission goods and services (green products)

• Our commitment to high-quality standards extends to our environmentally friendly products and services.

• We ensure that our offerings are environmentally sustainable by conducting life cycle assessments for product families. Through these assessments, we identify areas where energy optimization or material replacement is needed to reduce the eco-footprint of our products.

• This comprehensive approach allows us to expand our portfolio of green products, which are likely to be favored by environmentally conscious customers in the years to come.

Enhancing resource efficiency

• Our company is committed to continuously improving resource efficiency in both consumption and production, aiming to decouple economic growth from environmental degradation.

• We have developed durable and environmentally friendly products, such as Olympus Lite cables, Celesta, and others, which contribute to resource efficiency. These green products are expected to gain more traction in the market compared to regular products in the coming years.

• Furthermore, our sustainability initiatives, including our pledge for net-zero emissions, zero waste to landfill, water positivity across all locations worldwide, rainwater harvesting, and sustainable sourcing, provide opportunities to reduce operational costs.

• In addition, we collaborate with partners through various forums to develop green and reusable packaging materials while sourcing durable and disaster-proof raw materials. We anticipate significant market demand for these products in the future. By prioritizing resource efficiency and engaging in sustainable practices, we strive to drive positive environmental impact, reduce costs, and meet the growing market demand for eco-friendly solutions.

Uncovering sustainability at every step

Implementing sustainable packaging practices is crucial for us to reduce our environmental impact and meet customer expectations. Here are some key considerations and practices related to sustainable packaging that we will be implementing in the coming years:

Optimizing packaging size to minimize material waste and use the least amount of packaging necessary to protect the product. This reduces the use of excess materials and optimizes shipping space, leading to lower transportation emissions

Streamline packaging processes to maximize efficiency and minimize energy consumption. Implement automated packaging systems or packaging design improvements to reduce packaging time and energy requirements.

Choose packaging materials that are environmentally friendly and have a lower carbon footprint. Opting for recyclable, biodegradable, or compostable materials, such as cardboard, paper-based materials, or bio-based plastics.

1 Right-sized packaging

2 Packaging efficiency

3 Material selection

Utilize packaging materials with a high percentage of recycled content. This helps reduce the demand for virgin materials and promotes a circular economy

Engaging with packaging suppliers who prioritize sustainability and provide eco-friendly packaging solutions. Collaborate with them to develop customized packaging options that meet your specific needs while aligning with sustainability objectives.

 Clearly communicate our commitment to sustainable packaging to customers, suppliers, and other stakeholders. Provide information on proper disposal or recycling instructions to encourage responsible customer behavior.

4 Recycled content

5 Collaboration with suppliers

6 Communication and education

Explore options for returnable and reusable packaging solutions, especially for transporting optic fibre components or products. This reduces waste generation and lowers packaging costs in the long run.

Staying updated on advancements in sustainable packaging technologies and innovations. Explore alternatives like mushroom packaging, seaweed-based materials, or other emerging sustainable packaging solutions that align with STL's goals.

7 Returnable and reusable packaging

8 Packaging innovation

By implementing sustainable packaging practices, we can minimize our environmental footprint, enhance brand reputation, and meet the growing demand for eco-friendly solutions in the market.

Mapping SDGs with our green product management practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.2: Promote inclusive and sustainable industrialization	Focus on developing sustainable products		• Developed and provided high-quality and sustainable products to our end users • Provided expert training and certifications through STL Academy on laying and maintaining cable lines
	9.4: Upgrade all industries and infrastructures for sustainability	Manufacturing plant efficiency		Taken several initiatives to improve our production efficiency and reduce our carbon footprint
	9.5: Enhance research and upgrade industrial technologies	Upgrading to green and sustainable products		Improved our products with state-of-art and green technologies
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	Use innovative design approaches		Celesta- Special bend insensitive fibre results in increased power budget and network serviceability

Nurturing Sustainability and Linking Ethical Supply Chains

A sustainable supply chain reduces the ecological footprint of an organization by minimizing resource consumption, waste generation, and carbon emissions. It promotes practices such as using renewable energy, reducing greenhouse gas emissions, implementing waste reduction and recycling initiatives, adopting sustainable packaging, optimizing transportation routes, and others.

Guiding excellence: our proactive management approach

Our sourcing and supplier selection processes are guided by a robust, sustainable sourcing policy. It prioritizes environmental awareness, respect for human rights, and adherence to ethical business practices. In the past year, we have made significant efforts to accelerate the adoption of sustainable sourcing across all aspects of our operations. This includes integrating environmental, social, and governance (ESG) criteria into supplier selection for our Optical Networking business, and we are actively extending these practices to our other businesses.

> In our partnerships with suppliers, we ensure strict adherence to our values and policies regarding environmental issues, waste disposal, human rights, fair labour practices, and anti-corruption measures. Regular supplier assessments and audits are conducted to maintain alignment with these standards.

We maintain a balanced approach between domestic and foreign suppliers to create a sustainable supply chain. Locally, we prioritize working with suppliers near our operations, reducing our environmental impact while supporting minority communities and local talent. We also strive to enhance the capacity and capability of these suppliers by assisting them in improving job work and raw material quality.

As we progress in our ESG journey, we actively seek partnerships with vendors throughout our value chain who recognize and address their environmental, social, and regulatory risks. Our goal is to optimize resource utilization, transition to renewable energy sources, promote circularity, increase our community impact, tackle environmental challenges, and drive long-term positive change. This includes developing innovative and eco-friendly packaging solutions that reduce waste and align with our commitment to sustainability, even for our customers.

> We also comply with international regulations such as the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) rules, and uphold high standards in sourcing raw materials for our products.

Supply chain-associated risks and potential areas for improvement

For us to work and deliver the best outcomes, we identify potential risks and create new pathways to mitigate these risks.

Raw material availability	Supplier reliability	Transportation and logistics	Quality control	Technological changes

Supply chain-related opportunities to capitalize on

By proactively seizing opportunities, we have strengthened our supply chain, ensured reliable product availability, enhanced customer satisfaction, and maintained a competitive advantage in the industry.

Technology adoption	Inventory management	Localization of suppliers	Sustainable & ethical sourcing	Supplier collaboration and innovation

Empowering progress through responsible procurement: our sustainable sourcing commitment

Our Sustainable Procurement Policy

Encourage recycling efforts and assess the feasibility of incorporating recycled or reused materials.

Prioritize ethical sourcing practices that encompass the well-being of humans, animals, and the environment

Facilitating collaborative environmental advancements for sustainable practices

To establish goals for emission reduction, and diligently monitor our progress.

Ensure that our material procurement practices are genuinely sustainable.

Suppliers align with STL's practices and policies, including sustainability, human rights, fair labour practices, and other relevant areas.

Development of environmentally friendly products and processes that minimize harm to the environment

Building a responsible supply chain: Committed to conflict mineral and critical raw material regulations

We review our policies periodically and revise them to ensure their content and implementation remain effective and robust. We also share best practices throughout our locations and regularly measure progress and review supplier performance to ensure ongoing sustainability management.

We continue to support responsible mineral sourcing practices.

" We expect our suppliers to have policies and due diligence measures in place to reasonably assure us that products and components supplied to us are free from conflict minerals. "

Sourcing with integrity for a greener tomorrow

We prioritize procuring raw materials and components in an environmentally and socially responsible manner. It focuses on minimizing the negative impact on the environment and communities throughout the supply chain.

Raw material procurement
To ensure that the raw materials used in products, such as glass and plastic, are sourced from sustainable and ethical suppliers. This includes considering factors like responsible mining practices, reduced carbon footprint, and adherence to environmental regulations

Supplier selection
Working with suppliers who share the same sustainability goals to help ensure a more sustainable supply chain

Waste management
Implement recycling and waste reduction programs throughout manufacturing processes. This includes properly disposing of hazardous materials and promoting the recycling of waste materials generated during production.

Ethical labour practices
Ensuring that suppliers provide safe working conditions, fair wages, and appropriate benefits to their employees

Energy efficiency
Prioritizing suppliers who use energy-efficient processes and equipment, such as using energy-efficient machinery, optimizing production processes, and investing in renewable energy sources like solar or wind power to reduce the carbon footprint

Lifecycle considerations
Focus on product durability, recyclability, and designing for disassembly to minimize waste and extend the lifespan of the products.
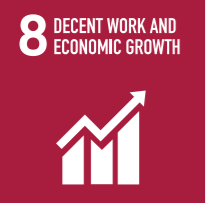
Transparency and traceability
Documenting and verifying the origin of materials, ensuring compliance with environmental and social standards, and working with suppliers who provide detailed information about their sourcing practices.

Mapping SDGs with our ethical value chain management practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
8 DECENT WORK AND ECONOMIC GROWTH	8.1: Sustainable economic growth	Sustainable value chain	• Worked with suppliers and waste buyers to develop their capabilities and adopt new technologies, to reduce environmental impact • Domestic Supplies for optic fibre cables increased from 55% (FY21) to 61% (FY22) by domestic supplier development	We consistently seek to establish collaborations throughout our value chain network with suppliers whose environmental, social, and regulatory concerns we recognize and understand. At present, there is no notable negative influence on the environment originating from the value network. Additionally, our goal is to achieve entirely sustainable sourcing by 2030.
	8.2: Diversify, innovate, and upgrade for economic productivity	Promotion of innovative technologies to reduce environmental impact	Undertook supplier assessments and audits on a regular basis to ensure our suppliers and partners adhere to our policies regarding environmental issues, human rights, fair labour practices and anti-corruption laws	

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
	8.3: Promote policies to support job creation and growing enterprises	Sustainable sourcing policy and promoting localisation	• Supplier management to ensure ESG compliance	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	Development of innovative packaging	Collaborated with several partners to create recyclable, environmentally friendly packaging materials and find resilient, disaster-proof raw materials	
	12.6: Encourage companies to adopt sustainable practices and sustainability reporting	Sustainability reporting	• Robust sustainable sourcing policy in place that includes environmental and human rights regulations along with business ethics • Disclosed sustainability report for the FY22	

Investing in Communities for a Sustainable Future

Ethical and responsible behavior towards society and the environment is a topmost priority for us. It involves integrating social and environmental concerns into our operations and interactions with stakeholders. It goes beyond profit-making objectives and focuses on creating a positive impact on society. CSR is important because it aligns business interests with societal and environmental concerns, promoting sustainability, trust, stakeholder engagement, risk management, employee engagement, innovation, and mitigates issues that prevent development in society. By embracing CSR, we play a vital role in creating a more equitable, sustainable, and prosperous world.

Our CSR efforts encompasses a range of areas, under women empowerment, healthcare, education, and environment conservation. These include digital empowerment, poverty eradication, inequality reduction, water conservation, afforestation, biodiversity restoration, last-mile access to quality healthcare, advancing quality digital education and social behavior change. By incorporating digital aspects into our health and education programs, we are working to bridge the digital divide, promote digital literacy and availability of healthcare anytime, anywhere. Our efforts in poverty eradication and inequality reduction, led to women being able to participate in decision-making, earn decent livelihoods and also lead economic progress for their villages through enterprises.

> **Our CSR policy**
>
> Guaranteeing well-being, inclusion, resilience, and equality
> Innovation and technology for the betterment of society
> Composition of Sustainability and CSR Committee
> Comprehensive approach to ensure an ecological balance coupled with sustainable development for surrounding communities

Our efforts in environmental conservation focus on the significance of sustainability; and have therefore aimed at building water resiliency and improve the ecological balance through afforestation, reforestation, and biodiversity restoration. Our healthcare Initiatives not only provide access to quality healthcare, which is a fundamental right, but also drive behavior change for sustainable transformation in these communities. Our efforts in education have been a powerful tool for empowerment and social progress for not just students, but also communities and teachers.

Nurturing excellence by inspiring growth through effective management

As we strive to build India's connectivity and achieve our vision, we are committed to setting a high standard for responsible, transparent, clean, and sustainable business practices in the country. Our aim is to ensure that the progress we make in connecting India benefits all, fostering inclusive development.
Our primary objective at STL is to champion digital inclusion and innovation as leading forces in social progress. Through our expertise and unwavering commitment, we strive to bridge the gap between technology and socio-economic disparities, ensuring that everyone has equal access to the opportunities presented by digital advancements.

Despite living in the digital era, individuals from low-income or below the poverty line families are unable to harness the potential of digital technology and its associated benefits. Consequently, there is a profound imbalance in accessing quality education, healthcare, gender equality, and environmental preservation worldwide, including India. This not only worsens the digital divide but also widens the gap between the impoverished and the privileged.

Our CSR programs reflect our commitment to social responsibility and contribute to sustainable development and positive social impact.

Our approach for CSR and sustainability is guided by The United Nations' Sustainable Development Goals (SDGs) and the ten principles of the UN Global Compact Network. By adhering to these principles, we not only operate responsibly but also focus on sustaining our triple bottom line impact through the implementation of "green-clean-lean" technologies.

We prioritize responsible practices, transparency, and the use of environmentally friendly technologies to drive our business forward. By embracing these principles, we aim to contribute to the advancement of the SDGs and foster a sustainable and inclusive future for all.

Therefore, to ensure effective ESG performance, we have established a board-level Sustainability and CSR committee. This committee meets twice a year and has several key responsibilities, including:
- Integrating corporate responsibility considerations into our business strategies
- Providing support for various ESG initiatives.
- Establishing relevant key performance indicators (KPIs).
- Identifying areas for further improvement in corporate responsibility

Our dedication to giving back to society

To enable sustainable transformation, it is imperative to swiftly design and execute impactful social programs. This allows for meaningful and inclusive progress in the communities we operate in, as well as those where the need for development is most.

" Leveraging our core expertise in technology, we utilize our knowledge of digital access and innovation to create flexible, scalable, and replicable initiatives that drive positive and lasting effects within communities. "

Our vision of 'transforming a billion lives through digital networks' is the guiding principle behind all our endeavors, whether in our business operations or our community outreach.

Through collaboration, we have achieved remarkable empowerment for millions of individuals residing in some of the most isolated regions of the nation. Our efforts have enabled them to embrace the advantages offered by the digital realm. By harnessing technology as a facilitator, individuals can now maintain connections, enhance their self-assurance, seize livelihood prospects, attain high-quality education, access healthcare services, and unlock their utmost potential.

Significance not only for our business operations but also for our community outreach initiatives.

Connectivity   Innovation   Sustainability

This approach ensures we engage with communities and address the issues that hold the greatest importance to them. Authentic change can only be achieved through such collective endeavors that holistically address the issues holding back progress.

We view communities as more than mere beneficiaries; they are our partners in enabling sustainable change. Furthermore, our approach emphasizes equipping individuals with the necessary skills to capitalize on the opportunities presented by technology.

As a result, our community programs not only contribute to our focal areas of education, healthcare, environmental conservation, and women's empowerment but also align with numerous national and global priorities.
Our ultimate objective is to extend the reach of innovation and digital technology to every individual, household, and community, ensuring that the opportunities offered by the digital world are accessible to all.

Ensuring access, connectivity, digital literacy for every inclusion program   **+**   By effectively utilizing technology platforms   **=**   Progress and positive social and behavioral change can be accelerated

Through our community initiatives, we strive for inclusive digital integration, enabling communities to fully participate in the digital world for educational purposes, overall development, health, and well-being.

Contributing to the betterment of society for a sustainable future

We are committed to enhancing the quality of life for communities living near our manufacturing facilities, as well as in aspirational districts where support is greatly needed.

" Our vision involves building businesses that actively contribute to the betterment of local communities through initiatives focused on education, entrepreneurship, and healthcare. **"**

Our dedication to creating positive change extends beyond our day-to-day operations. We consider it our responsibility to provide sustainable solutions to long-standing challenges faced by communities.

We prioritize adequate risk management by not only addressing environmental conservation, healthcare, education, and gender equality as core focus areas within our business, but also taking actionable steps within communities to drive real and lasting transformation. For us, it is about being accountable to all stakeholders, acknowledging the impact we have on society in social, environmental, and economic dimensions.

Through our CSR efforts, we aim to create tangible improvements and propel progress, ultimately contributing to a brighter future for all.

Social responsibility is deeply ingrained in our organizational culture. This year, our CSR programs focused on leveraging the lessons learned from the pandemic and enhancing the resilience of the beneficiaries we serve.

While aligning with global goals, we also prioritized our efforts with India's national missions. Specifically, we concentrated on four key areas, recognizing their potential to generate significant and sustainable impact across multiple development sectors.

Inspiring change, shaping tomorrow

Education   Healthcare

Women empowerment

Environment conservation

Key focus areas

By concentrating on these areas, we have been able to make exponential progress in some of the most remote regions of India and contribute to 16 out of the 17 United Nations Sustainable Development Goals (SDGs) through our business and ESG endeavors.

Our CSR goals for 2025

Transforming
5 million lives

**Replenishing
5 million cubic
meters** of water in
communities

**Undertaking
5 million
plantations**

By merging technology, innovation, and partnerships for sustainable social transformation, we have successfully bridged the gap between underserved populations and quality education and professional healthcare, fulfilling aspirations and necessities that were previously out of reach.

Through such inventive solutions to environmental and social challenges, our aim is to drive societal transformation and enhance the quality of life for those in greatest need.

The consequences of digital illiteracy extend beyond education. It hinders employment prospects and access to quality jobs, negatively impacting individuals and the overall economy. Moreover, it prevents families from providing their children with access to digital devices and leveraging online learning resources or classes.

In remote areas, there is often a lack of awareness regarding the potential uses and benefits of the internet. This lack of digital knowledge further restricts opportunities for upskilling, entrepreneurship, and business expansion, widening the gap between affluent and low-income families.

The digital divide disproportionately affects women, undermining the principles of gender equality. Additionally, in some of the most remote regions of India, long distances, and limited connectivity, coupled with a lack of digital knowledge, hinder communities from accessing quality healthcare. Consequently, this not only leads to increased morbidity in these regions but also a loss of livelihood opportunities.

Bridging the digital divide through digital inclusion is instrumental in reducing inequality and accelerating progress towards many of the Sustainable Development Goals (SDGs). We are committed to aligning our efforts with these global goals, aiming to bridge the rapidly widening digital and socio-economic divide in a sustainable manner.

Impact of our programs

3.5 million+ m3
of water replinished

4 million+
lives transformed

0.3 million
plantation done
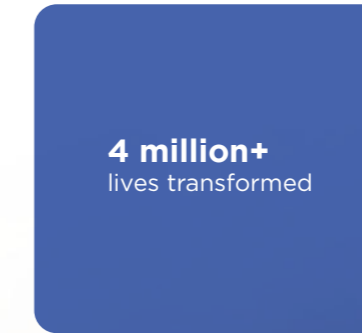
CSR expenditure (in INR, crores)

11.57

8.05

■ FY 22   ■ FY 23
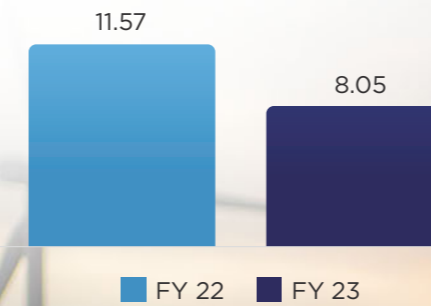
Achievements across the programs for STL

Our aim to continuously drive excellence through our CSR programs. We therefore leverage innovation, technology and partnerships and have made significant process toward our targets and program KPIs.

Highlights FY23

| 0.28 million m3 of water was saved | 100,000+ lives benefitted through quality digital education | 100,000 Plantations done | 1.3+ million lives benefitted through healthcare interventions |

Associated SDG's	UNEP Principles	IFC	UNGC	UNWEP
	Universality Integration Human rights and equity Innovation	Performance standard-4: Community health, safety and security Performance standard 5: Biodiversity conservation and sustainable management of living natural resources	Environmental responsibility and initiatives: Principle 7, 8	Principle 4: Promote education, training, and professional development for women Principle 6: Promote equality through community initiatives and advocacy

Creating an inclusive society

The empowerment of women and girls brings tremendous benefits to society. With access to the internet, and digital and vocational skills, they gain opportunities to start businesses, enter new markets, secure better-paying jobs, pursue higher education, access health and financial services, participate actively in public life, and exchange information.

The Jeewan Jyoti Women Empowerment program understands the importance of empowering women. The primary goal of this initiative is to empower women by providing them with vocational training opportunities. By equipping women with valuable skills, this initiative aims to enhance their employability, promote financial independence, and foster self-confidence.

The programme is aligned with government initiatives on women empowerment.

By aligning with the principles of government initiatives, the Jeewan Jyoti Women Empowerment program achieves synergy, allowing us to offer comprehensive support to especially rural women.

| Sarva shiksha abhiyan | Beti bachao, beti padao |

This alignment not only contributes primarily to UN SDG 8 but also adheres to UN's Women Empowerment Principles, specifically Principle 6, which focuses on promoting women's education, training, and professional development.

> The program, which initially started with 95 students from 20 villages, has evolved into a powerful platform for women to achieve their goals. Initiated in 2014 in Ambavane, Velhe (Pune, Maharashtra), the program has provided rural women with vocational skills, livelihood and entrepreneurship opportunities as well as soft skills that ensures their personal development is all-inclusive
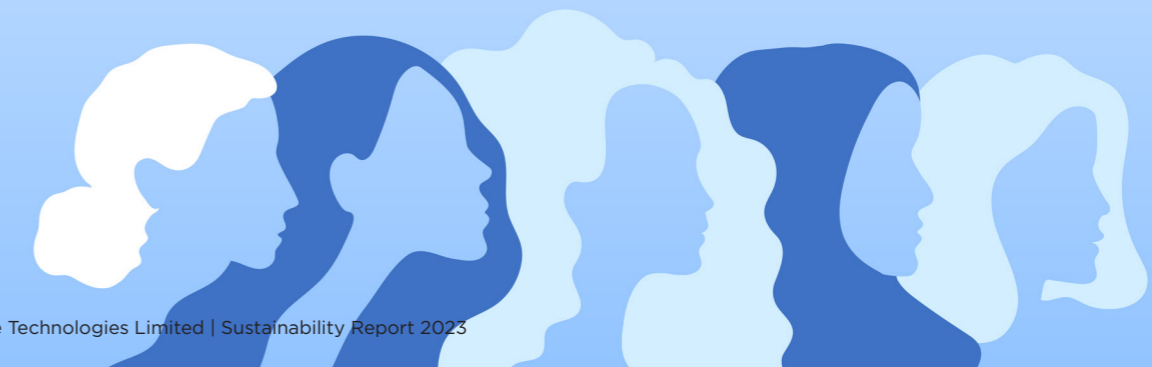
Over the years, the Jeewan Jyoti program has adapted its design to focus on building entrepreneurship and management skills, as well as facilitating micro-financing linkages. Women-led self-help groups have also been formed, playing a vital role in driving progress and development in villages.

STL transforming everyday lives (in million)

FY 22: 1.4
FY 23: 1.5
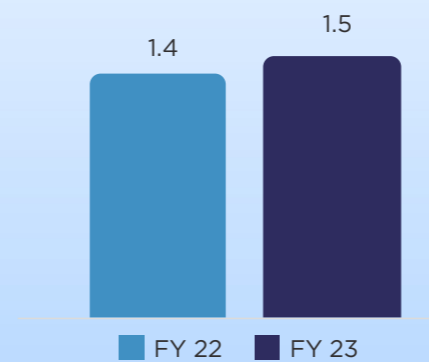
We understood the women's empowerment in rural areas is a multi-faceted process that has the potential to bring about significant positive changes in various aspects of individuals' lives and the overall development of communities and it requires a comprehensive approach that addresses economic, social, and cultural, interventions to ensure sustainable and transformative outcomes.

The availability of courses like tailoring and stitching, fashion designing, and nursing training has empowered individuals by equipping them with practical skills that enhance their employability and income-generating potential. This has led to improved economic prospects and self-sufficiency among the local population.

By offering a mix of both practical and academic courses, the initiative is contributing to the long-term sustainability of the project regions. The skills acquired by individuals can lead to lasting positive effects, not only for the individuals themselves but also for the entire community. The Jeewan Jyoti initiative supplies a diverse range of courses, encompassing both academic and handicraft subjects. The offered programs include tailoring and stitching, fashion designing, basic MS Office computer courses, as well as nursing training.

2,500+
lives benefitted

10
SHGs formed

2.1 million
revenue generated

The diverse range of courses has created a platform for individuals from various backgrounds to come together, learn, and collaborate. This has fostered a sense of community and mutual support, leading to stronger social ties and a more cohesive project region. This also led to cultural preservation, The handicraft subjects offered as part of the initiative, such as tailoring and fashion designing, contribute to preserving and promoting local arts and crafts. This cultural preservation fosters a sense of pride and identity within the community, while also providing opportunities for entrepreneurship and creative expression.

When a candidate becomes part of Jeewan Jyoti's program, they can choose from four vocational training options: fashion designing, tailoring and stitching, beauty courses, and MS Office training. All these courses hold official certifications from government bodies and YMCA.

•Each course has a duration of 6 months to 1 year. The first 6 months focus on theoretical knowledge, while the subsequent 6 months involve practical training.

•After successfully completing the courses, passing assessments, and finishing any required training or internships, students are presented with job opportunities.

•Graduates of the fashion designing courses have the chance to join the production house at Jeewan Jyoti's compound.

•Beyond imparting artistic skills, the institute also provides training in digital and financial aspects, empowering students to lead independent lives and pursue their professions confidently.
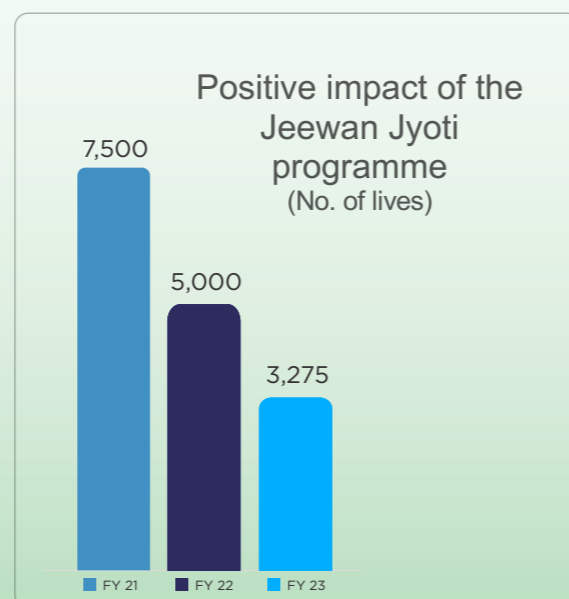As a result, these women, who were previously confined by patriarchal societies, have become catalysts for economic growth in their communities. Training through the program has offered them better career prospects, and they have gone on to become an inspiration for young girls in their communities.

Positive impact of the Jeewan Jyoti programme
(No. of lives)

7,500

5,000

3,275

■ FY 21   ■ FY 22   ■ FY 23

Jeevan Jyoti impact stories

Pooja Jagade Khutwad, Maharashtra

Pooja is married to Mr. Amol Khutwad, who works as a driver. They are blessed with a daughter and a son.

Due to her husband's irregular income, managing the household expenses became challenging. Once her two children started attending school, Pooja decided to enrol in a computer class. Pooja enrolled in the MS Office course from January 2019 to July 2019.

Upon receiving her certification, Pooja expressed her gratitude to the organization, as it provided her with the opportunity to work as a receptionist at GRE of Happiness hub.

" **She now earns a monthly salary of Rs. 12,000, where she utilizes her computer skills effectively in her job role.** "

Padma Sandip Ingulakar, Loni kalbhor

Padma, a student of the Jeewan Jyoti Beauty Culture program from the July 2018 to January 2019 batch, had a passion for experimenting with different hairstyles and makeup. She completed the beauty parlor course with great enthusiasm despite facing financial challenges at home.

To improve her prospects, she also pursued a fashion design course, and she is now an independent owner of a small business.

During this time, the Jeewan Jyoti production unit was active, and after finishing her courses, Padma worked there for two years. As her domestic responsibilities grew, she began offering beauty and tailoring services from her home, taking orders for blouses and salon services
Through her dedication, she earned an income while managing household duties, and her savings allowed her to take an advanced course in professional makeup artistry at Loni Kalbhor.
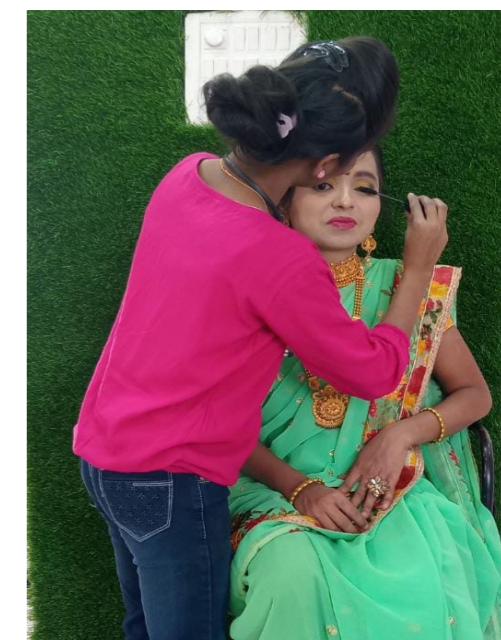
" **Presently, Padma takes makeup orders, and her monthly income ranges from INR 8,000 to 10,000, depending on the number of orders she receives.** "

In addition to her personal success, Padma now serves as an external examiner for Jeewan Jyoti vocation course examinations. Throughout her journey, her husband has been a great support to her. She attributes much of her confidence and success to the opportunities provided by Jeewan Jyoti Women's Empowerment Initiative (JJWEI). She expresses gratitude to the institution for inspiring and transforming her life.

Practical experience in real-world situations:

-Students are taken on outings to Pune to gain a deeper understanding.

-Visit to Anokhi store enables students to design and showcase products based on market demands

-Managers got the opportunity to visit FabIndia stores to observe how retail operations, financial aspects, store management, and quality control are handled

-Computer students visit MKCL offices, allowing them to experience the work culture

-Through a collaboration with MKCL, students can enrol in finishing schools operated by MKCL. These schools guide them towards earning a BBA degree with a stipend, providing them with a certificate, degree, stipend, and job upon completion

-Multiple exploration visits to production units are organized to help students understand the entire life cycle of a product, from cloth manufacturing to final showcases and the retail management of designer clothes.

Jeewan Jyoti program has helped these women to secure a sustainable source of income near their home, which has boosted their confidence and self-reliance. Moreover, these women have gained the ability to contribute to their family income and play a more significant role in decision-making within their households.

We at STL, also understand the importance of providing comprehensive support to these rural and marginalized communities, especially women, rather than pursuing fragmented endeavors.

Jeewan Jyoti is set apart and its approach of preparing women for greater opportunities even after completing the initial courses contributes to its long-term success. Upon course completion, the women receive training for more significant roles, such as working in a production house. The most deserving candidates among them even progressed to become managers within the very organization that provided their training.

Achievement in focus: artistic journey of self-discovery facilitated by the production house

Established in Velhe, a location 50 kilometers away from Pune city, the primary objective of the production house is to empower women by equipping them with both livelihood and soft skills, fostering their confidence and independence.

Upon successful completion of tailoring courses at Jeewan Jyoti, participants are presented with opportunities to further refine their newly acquired skills through advanced courses, on the job training, and expert guidance in handicrafts at the production facility.

Several women have not only flourished during the training but also secured a full-time position within the in-house production house after completion of the course. They have received comprehensive instruction and hands-on experience in various fields such as leadership development, vocational skills, financial literacy, and communication. The employees of production house also get numerous opportunities to visit the sites and stores of reputed brands such as Anokhi and FabIndia to help them develop comprehensive understanding on retail value chain and store management.

The experience at production facility and leadership opportunity offered equips these women with the necessary skills and livelihood through improved job prospects and entrepreneurial ventures, consequently enhancing their earning potential.

The initiative of production house ensures sustainable operations while simultaneously enhancing the livelihoods of women who were formerly confined to homemaking roles, reliant on their spouses, and restricted by patriarchal norms that curtailed their personal growth and autonomy.

This initiative has improved the lives of participating women and have inspired them to take leadership role and provide mentorship to numerous young girls to engage in similar programs in the future.

As a result of the program, these women have become experts in their crafts and proficient in managing the production unit processes. They now have a sustainable source of income near their villages, which has boosted their confidence and self-reliance. Moreover, they have gained the ability to contribute to their family's income and play a more significant role in decision-making within their households.

Contribution to sustainable development

1 NO POVERTY	**8 DECENT WORK AND ECONOMIC GROWTH**	**5 GENDER EQUALITY**	**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**
Financial Progress	Job opportunities	Fair access to opportunities	Inclusive decision-making
10 REDUCED INEQUALITIES	**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**	**8 DECENT WORK AND ECONOMIC GROWTH**	**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**
Equitable access to opportunities	Catalyst for community transformation	Advancement of economic growth	Empowerment through digital means
4 QUALITY EDUCATION	**5 GENDER EQUALITY**		
Skill development for employment	Creation of decent employment prospects for women		

Theoretical classes
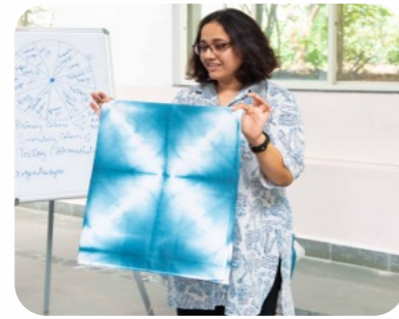
Sample of tie dye methods

Students in class

Block printing class, in- progress

Block printing

Presentation in progress

Anita Vijay shilimkar

Anita was passionate about tailoring and cutting work. At first, she had basic knowledge of stitching blouses. However, a friend introduced her to JJWEI and shared that completing a government course there would lead to obtaining a government certificate. Inspired by this prospect, enrolled in the Fashion Designing class in January 2017.

During the course, the faculty taught various patterns in simple and easy-to-understand ways. Alongside the fashion design class, also joined the ATDC class, where she learned about high-speed machines and different sewing patterns, completing the six-month course.

As her skills and knowledge grew, so did her confidence. She started sewing various items like jeans, hats, frocks, skirts, tops, and dresses based on customer orders. When she received a government certificate, the organization guided her in obtaining a sewing machine.

With guidance from Jeewan Jyoti staff, she started working and was asked to gather women interested in sewing at home. Although she was initially nervous, the support from friends and the office staff encouraged Anita to give it a try.

Taking the initiative, she registered the first woman next to her house, collected an admission fee, and allowed her to do sewing work at home. Gradually, she gathered around 30 such women, overseeing their cutting, sewing, finishing, and keeping records.

Testimonial from Anita

" I am immensely proud of Jeevan Jyoti Women Empowerment Centre. In my experience, I haven't come across any institution in this taluka or district that compares to it. The institution is like a mother, never giving up and always supporting women. Today, I am working as a supervisor in the Jeewan Jyoti Production unit. I can confidently say that the institution is like a guiding light in my life. "

Anita Sambhaji Yadav

Anita a resident of Dapode Village came to know about JJWEI (Jeevan Jyoti Women's Empowerment Institute) and decided to enrol in their Fashion Designing class.

Simultaneously, she also joined the ATDC (Apparel Training & Design Centre) course. During the ATDC classes, she gained knowledge about various sewing patterns and the operation of high-speed sewing machines.

Before joining the institute, she primarily focused on managing household responsibilities. However, being at JJWEI allowed her to build confidence and overcome fear of speaking on stage. This transformation was possible because of regular newspaper reading and daily yoga sessions conducted in the institute.

After successfully completing her courses, she appeared for the MSBVE (Maharashtra State Board of Vocational Education) exam.

A few months later, she was offered opportunity to rejoin the institute as an assistant teacher, which filled her with immense joy.

Subsequently, JJWEI launched a new unit called "Kaushalya Jyoti," where she learned various techniques of making bags and showpieces.

Later, the students attending beauty culture, tailoring, cutting, and fashion designing classes required products for their practical training. JJWEI began selling these products and instruments at affordable prices, and she was entrusted with the responsibility of purchasing them from Pune. This task honed her marketing skills, and she also learned how to operate a computer during this time.

As the years went by, JJWEI initiated a new production unit where she acquired expertise in embroidery and block printing on fabric.

This institute has played a pivotal role in shaping her life, providing her with valuable skills and opportunities.

Sunita Dattatraya Shinde

She was introduced to JJWEI by her sister-in-law Seeking assistance, she approached the institute, and to her surprise, they offered her the opportunity to work in the crèche right away.

At the outset, she was nervous and had various concerns. She wondered if someone would scold her or if would make mistakes while taking care of the children who might get attached to her. It was her first time working outside home, having previously only been engaged in farm work, with no experience in running a crèche.

Testimonial from Sunita

" Thanks to the institute, I am now living that dream and have gained confidence in myself. JJWEI has elevated me to a higher level in life and helped me overcome all my fears. With the institute's unwavering support, love, and guidance, it feels like having a pillar and a caring mother always behind me. "

During the lockdown period, she was fortunate to receive a chance to learn stitching. Grasping this golden opportunity, she started sewing masks, umbrella frocks, dresses, shirts, and curtains. She even received training in embroidery. Initially, Sunita was worried about losing her job during the lockdown as had no prior knowledge in this area.

Vanita Suhas Kumbhar

Vanita, a resident of Ambavane village learnt about Jeevan Jyoti Sakshamikaran village institute and the courses they offered.

As someone who deeply enjoys sewing, she decided to explore her passion further by enrolling in the ATDC course at Jeevan Jyoti Institute. Unfortunately, she lacked the necessary government certificate required for the ATDC course, so she opted for the Fashion Design course instead.

Throughout the six months of this course, she not only learned to sew blouses but also gained expertise in creating various patterns, which filled her with joy and satisfaction. During this time, she also managed to secure admission for the ATDC course and successfully completed it in three months.

After completing the courses, she began sewing from home. However, her life took a rewarding turn when she was offered a position as an assistant teacher in a fashion designing class at Jeevan Jyoti Sanstha. Teaching young girls and witnessing their progress was an incredibly gratifying experience for her. She felt that her confidence grew immensely thanks to Jeevan Jyoti Sanstha.

Soon after, a new initiative called "Skill Light" commenced. The initaitve focused on producing various products such as purses and bags. She received training in this area from Pune and started teaching others in the skill light program.

She was also provided opportunities to showcase creations in exhibitions held in Pune and Satara. Later, the institute established a production unit where women could venture into stitching, block printing, and embroidery. She received training in these areas and now contributes to fulfilling the orders received. Initially, she was hesitant to step out of her comfort zone, but the organization's support and encouragement empowered her with the confidence to face any challenge.

Jeevan Jyoti Sanstha has not only taught her valuable skills but also instilled confidence and determination in her. It has been an empowering journey, and she is immensely grateful for the opportunities and support the organization has provided her with.

Transforming lives through collaborative empowerment

Collaborations enable us to reach out to women of all age groups, promote entrepreneurship, and empower women to drive positive change in their communities.
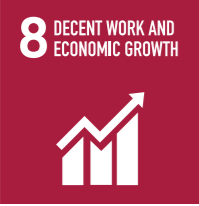
Through our partnerships, we have successfully empowered women in rural areas across age groups promoting not only vocational skills, but also livelihood opportunities, entrepreneurship in once patriarchal communities and a change in traditional notions towards working and independent women.

Achievements for FY23	
Achievements	**FY23**
25000+ Lives benefited till date	655 women benefited
	3200+ indirect beneficiaries
100+ Villages covered till date	16 SHGs formed
	2 lakhs micro-financing support
Sustainably empowering women in rural India	21 lakhs revenues generated
	58 production unit artisans
	293 women enrolled for VoC training

Mapping SDGs with our initiative to create an inclusive society

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
1 NO POVERTY	1.2 Reduce at least by half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions	Total number of digitally empowered lives across age groups	1,200+	NA
4 QUALITY EDUCATION	4.2 Ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	Children provided access to primary education	6,467	NA
	4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Number of beneficiaries benefitted through the programme	818 women 186 men	3,200+ individuals directly or indirectly benefitted
	4.4 Substantially increase the number of youth and adults with relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Number of beneficiaries who have been offered jobs in various industrial sectors through the Lighthouse programme	110	61
5 GENDER EQUALITY	5.1 End all forms of discrimination against all women and girls everywhere	Number of SHGs formed	16	10

| Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
	5.B Enhance the use of enabling technology, mainly information, and communications technology, to promote women empowerment	Number of women benefitted from the vocational programme	198	293
8 DECENT WORK AND ECONOMIC GROWTH	8.6 Substantially reduce the proportion of youth not in employment, education, or training	Number of students having well-paid jobs in administration, hospitals, teaching and private firms	18	43
		Number of entrepreneurs	46	Nil
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status	Number of beneficiaries who were digitally empowered	66	143 VoC computer students
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Partnerships	Partnership with Lighthouse Foundation, RangSutra, Mahila Arthik Vikas Mahamandal, MasterG and Daughters, DeAsra, Institute of Livelihood Research and Training,	Started partnership with MKCL

Access to quality healthcare

The COVID-19 pandemic has highlighted vulnerability within society, emphasizing the importance of ensuring quality healthcare for all individuals, irrespective of their socio-economic or cultural backgrounds or geographical locations. Rural communities have faced persistent challenges in accessing quality healthcare services, primarily due to the lack of nearby facilities, awareness, and high costs.

Since 2006, we have been committed to serving rural and marginalized communities, addressing their healthcare needs and overall well-being. Over the years, we have explored ways to integrate technology into our programs, enabling us to adopt more efficient approaches to addressing hygiene and health issues across various age groups. In FY21, we launched a hybrid healthcare initiative to ensure that the most vulnerable communities in rural India have access to quality healthcare anytime and anywhere.

" In addition to Aurangabad, our efforts are concentrated in two aspirational districts, Gadchiroli and Nandurbar (Maharashtra), which rank low on the country's Human Development Index. "

In these villages, basic healthcare facilities are lacking, making healthcare inaccessible and costly, mainly due to the travel involved. Through our program, over 200 villages now have access to improved healthcare facilities, including teleconsultation, testing, medication, nutrition, prescription glasses, and referrals for free or subsidized treatment at nearby government hospitals as well as awareness on how to prevent various ailments. In addition to our social behavior change program focused on healthcare covers an additional 1,000+ villages.

Lives benefited through SBCC and healthcare (in millions)

1.13 FY 22
1.29 FY 23

■ FY 22 ■ FY 23
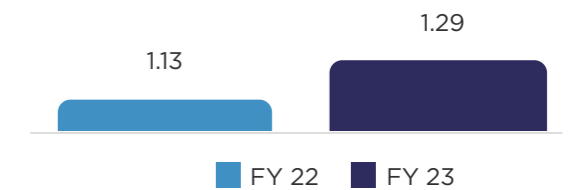
" Our program also addresses various forms of malnutrition among children under five years of age and caters to the nutritional needs of adolescent girls, pregnant and lactating women, and older individuals. "

" To further strengthen our healthcare efforts and reduce the overall morbidity rate, we also implement awareness campaigns and initiatives to drive social behavior change within these communities. "

Recognizing the existing disparities within the healthcare system, we leveraged technology to ensure patients could swiftly access high-quality professional help through teleconsultations. Our shared objective is to enhance healthcare accessibility, enabling everyone to enjoy the benefits of good health. Technology plays a crucial role in bridging the digital divide and achieving this goal.

Through our healthcare initiatives, we contribute to the United Nations SDG 3, which aims to improve the health and well-being of millions while reducing inequalities in access to quality healthcare for rural and low-income communities.

44,000+
teleconsultations
done

700+
villages covered
across Maharashtra
(India)

1.25 million+
lives impacted
through hybrid
healthcare and social
behaiour change
interventions

Health initiative: impact story

Vrishanti Bhyor, Govindpur, Gadchiroli

At the tender age of five, Vrishanti experienced the struggle and fight for survival in a world that seemed to have abandoned her. She was weak and malnourished.

The STL-Sevamob medical team arrived in the village, bringing a glimmer of hope amidst the darkness.

Dr. Shrunkhula Dongare, the team's general physician, examined Vishranti. She was suffering with high fever at 104°C and high pulse rate of 114 beats per minute. She was diagnosed with malaria.

As days turned into a bleak blur of suffering, Vishranti's family struggled to grasp the depths of despair they were plunged into. Poverty loomed larger than ever, and the burden of medical expenses added to their suffocating worries.

Dr. Shrunkhula, driven by a sense of responsibility towards the underprivileged, fought tirelessly to heal Vishranti's little tired body. Medications were prescribed, but there was no guarantee of a positive outcome.

Each day became a battle against time, as Vishranti's body clung to survival by a thread. The pain she endured was unimaginable.

Despite the adversity, the STL-Sevamob team remained steadfast in their support. Telehealth services provided some relief.

After a few days, Vishranti's body began to show signs of recovery. She started responding to the treatment. The treatment, medications, and Vishranti's resilience stood as a testament to the strength of the human spirit.

After an agonizing month, the malaria test results were negative. Vishranti had triumphed over malaria, defying all odds stacked against her.

Vishranti's story is a stark reminder of the brutal reality faced by countless children trapped in the vicious cycle of poverty and disease.

Addressing Kurma Taboos: A Case Study of Menstruation Practices in Gadchiroli, Maharashtra

In the aspirational district of Gadchiroli, Maharashtra, women belonging to the Gond and Madia tribes face numerous social, cultural, and religious constraints during menstruation. This is also referred to as Kurma Pratha, a practice where women are forced to spend their menstruation days in a designated hut called Kurma Ghar.

The Gond and Madia tribes adhere to traditional beliefs and customs regarding menstruation. Menstruating women are considered impure and are secluded in Kurma Ghars during their periods. These practices are deeply entrenched in social and cultural norms, leading to discrimination and marginalization of women.

These huts are often located on the outskirts of the village or outside their homes, subjecting women to unhygienic conditions and denying them basic rights and access to resources. Women in Kurma Ghars lack access to basic hygiene facilities, such as clean water and sanitation. Inadequate menstrual hygiene management leads to health issues and infections. The proximity of Kurma Ghars to forest areas poses additional risks of insect bites, snake encounters, and wildlife threats.

Forced seclusion prevents women from engaging in regular activities, such as cooking and drawing water from the village well. Dependence on food and water sent by relatives or family members during menstruation creates a sense of reliance and vulnerability. Women's physical and mental well-being are adversely affected by the isolation, stigma, and lack of support during this period.

We took initiative to raise awareness about menstrual health and challenge the Kurma Pratha through awareness, sensitization initiatives, and distribution of sanitary pads.

We conducted community workshops and programs to dispel myths and superstitions surrounding menstruation.

Efforts to raise awareness and provide sanitary pads are crucial steps toward empowering these women and improving their overall well-being. The provision of sanitary pads and awareness campaigns have started to bring about positive changes, empowering women to manage their menstrual health.

Collaboration with local community leaders, traditional healers, and religious figures also have a crucial role in challenging deep-rooted beliefs and promoting gender equality.

Continued efforts are needed to address the underlying social, cultural, and religious norms that perpetuate the Kurma Pratha and ensure sustainable change. By challenging deeply ingrained cultural practices, fostering education, and promoting gender equality, we are working towards eradicating the Kurma taboos and creating a society where menstruation is no longer a source of discrimination and marginalization.

Mapping SDGs with our initiatives for providing access to quality healthcare

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
2 ZERO HUNGER	2.2 End all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under five years of age and address the nutritional needs of adolescent girls, pregnant and lactating women and older person	Total number of children below five years of age provided with medical care	4,100+	NA
		Total number of children that were provided medical care	16,574	11,509
		Total number of older people treated through STL's healthcare programme	30,000+	25,829
		Total number of beneficiaries provided nutrition	25,700+ beneficiaries in which 6,000+ adolescent girls were covered	13,212 beneficiaries in which 289 adolescent girls were covered
		Total number of women treated through STL's healthcare programme	95,078 in which 240 pregnant and lactating women were covered	80,503
3 GOOD HEALTH AND WELL-BEING	3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	Total number of beneficiaries treated for tropical disease	2,827	217

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and safe, effective, quality and affordable essential medicines and vaccines for all	Total number of people covered through awareness drives	1,30,000+	18,092
		Number of COVID-19 vaccinations facilitated	20,288	NA
		Total number of beneficiaries provided with free medicines	169,687	92,701
8 DECENT WORK AND ECONOMIC GROWTH	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sector	Villages covered ensuring access to professional medical help and avoidance of wage-loss	1,200+ villages covered across Gadchiroli, Nandurbar, Aurangabad, Silvassa and Pune	1,047 villages covered across Maharashtra and Dadra Nagar Haveli
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status	Number of beneficiaries who were able to access quality healthcare	1,13,000+	163,892
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Partnerships	Partnerships with Sevamob, USAID, Impact4-Nutrition	Partnerships with Sevamob, District Health Office, IEC Bureau of Govt. of Maharashtra, VSTF

Achievements in FY23

| Triumphs	FY23
1.25+ millions live benefitted	25% population covered across 3 districts
	1000+ villages being covered
	0.18 million free medications
29% Morbidity reduced	1440 General and specialist camps conducted
	44,740 teleconsultations done
	614 referrals to hospitals for secondary treatments

Building climate resilient communities

Through multifaceted actions, we aim to address water-related challenges holistically, ensuring water security, fostering sustainable practices, empowering women, and creating a more knowledgeable and responsible approach towards water conservation.

STL has built a network, with the participation of local institutions that promotes ground-water conservation and rainwater harvesting initiatives. The collaborative efforts contribute to the restoration of water resources by emphasizing the principles of reuse, replenishment, recycling, and reduction of water usage
Ensuring water security for various purposes such as agriculture, afforestation, drinking, and sanitation. By facilitating the implementation of sustainable agricultural practices, we aim to help them optimize water usage for agriculture by transitioning from methods like flood irrigation to drip and micro irrigation.

Water replinished in communities (in m³)

1.4

0.28

■ FY 22   ■ FY 23
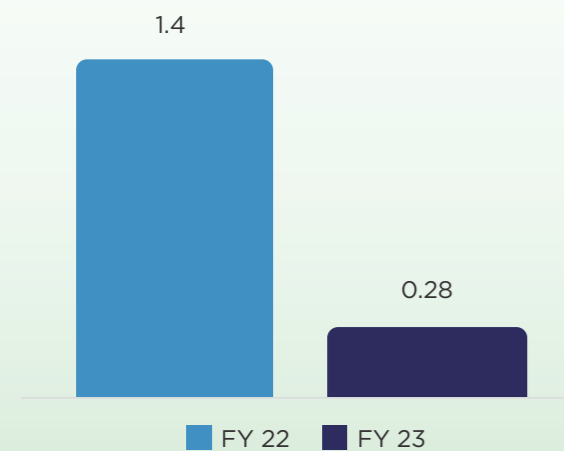
We have ensured community participation through Jaldoots. These are youth from the villages, who provide support to farmers in adopting sustainable agricultural techniques and help us keep a pulse on the community's needs. They also educate the villagers about the importance of using water wisely of 90 structures built and redeveloped. 1.4 m³ of water was replenished which was a 1.2% increase from FY22.

Training and awareness programs with the help of "Jaldoots" were also conducted in 8 gram panchayats, covering topics such as rainwater recharge, rehabilitation of old water resources, groundwater recharge structures, and community empowerment through water resilience.

Our aim was to ensure that government schemes were effectively utilized for holistic community development. Presently, the youth in these villages are earning a monthly salary of Rs. 10,000, showcasing the positive impact of these initiatives on the local community.

While our efforts have helped replenish over 0.28 m³ of water across 12 villages in Aurangabad.

The below infographics shows the cumulative figure from start of the project.

1.69 million+ m3 water replenished	10,000+ access to clean water	90 Water storage facilities constructed & maintained	98,000+ people & 36 villages benefitted

We also helped in construction of the cement 'nala' dam in Adgaon in collaboration with the Zilla Parishad Irrigation Department. This initiative led to improved rainwater conservation, resulting in increased crop yields for farmers.

Land brought under micro-irrigation (in hectares)

80

79

■ FY 22   ■ FY 23
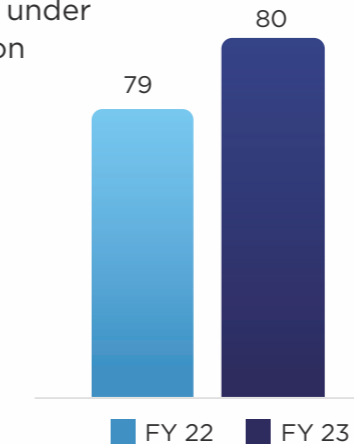
We actively engaged with around 50 farmers, providing education and encouragement to adopt micro-irrigation systems. This initiative aimed to promote sustainable agricultural practices and improve water management on their farms. Financial assistance was facilitated through the Project on Climate Resilient Agriculture or PoCRA scheme, enabling them to invest in drip and sprinkler irrigation. The farmers received rigorous training on the operation and maintenance of these systems, resulting in 79 hectares of land being cultivated using sustainable agricultural practices in FY22, for FY23, 80 hectares of land cultivated
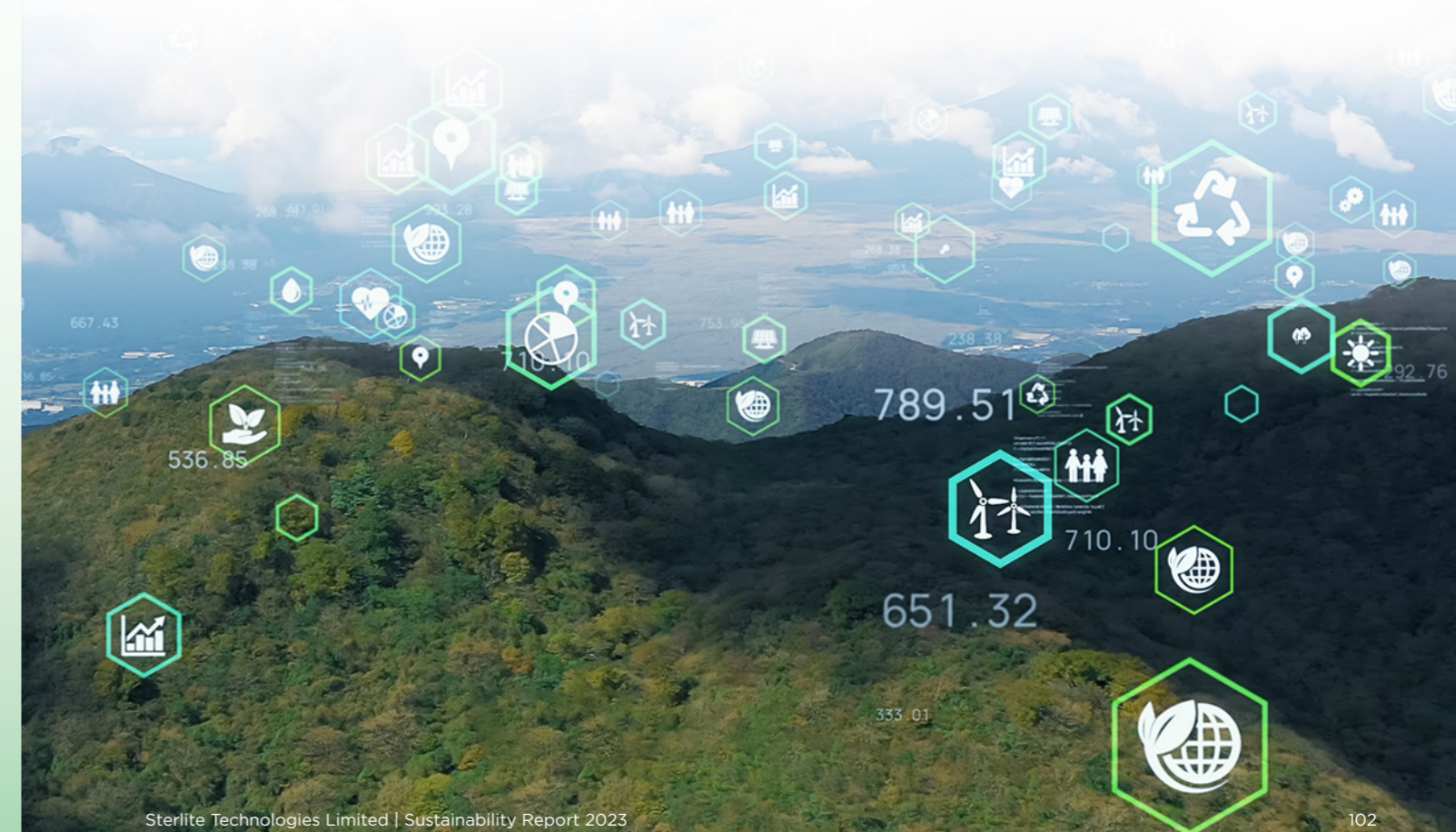
Improving the green cover through massive afforestation

The importance of plantations cannot be overstated. Every tree plays a vital role in mitigating climate change, conserving biodiversity, preventing soil erosion, managing water resources, regulating local climates, promoting human health, and supporting sustainable development. By embracing and promoting plantation initiatives, we believe we can contribute to a healthier and more sustainable future for our planet.
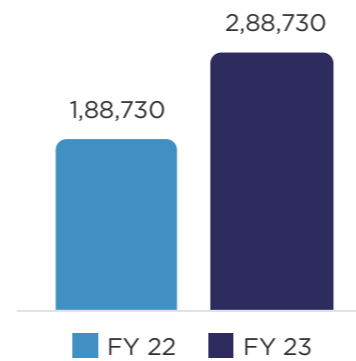
India aims to expand its forest and tree cover to serve as an additional carbon sink, capable of absorbing 2.5 to 3 billion tCO2e. Furthermore, India seeks to increase its forest cover from the current 25% to 33% and restore dense forests across 26 million hectares of land by 2030.

The Government of India has launched initiatives such as the Green India Mission and the National Afforestation Programme. These programs are aimed at encouraging and facilitating on-the-ground efforts towards restoring degraded land, expanding forest and tree cover, and promoting sustainable afforestation practices throughout the country. In order to increase the area covered by vegetation in the region, we initiated extensive afforestation and reforestation projects spanning a total of 55 acres in Aurangabad and Vetale. These efforts were carried out in collaboration with various organizations and authorities, including the Aurangabad Municipal Corporation, Cantonment Board, Social Forestry Department, Ministry of Forest Revenue and Forests, Mumbai Irrigation Department, and Gram Panchayats.

Through these collaborative endeavors, we have significantly contributed to enhancing the green cover and revitalizing these areas, promoting environmental sustainability and biodiversity in Aurangabad and Vetale.

Tree plantation*

FY 22: 1,88,730
FY 23: 2,88,730

■ FY 22   ■ FY 23

* The plantation done is a cumulative figure

Achievements in FY23

55 acres of land through plantations

100,000 plantations done

98,000+ lives benefitted

Transforming Gandheli village in Aurangabad taluka

Gandheli village in Aurangabad taluka, faced various environmental challenges, including industrial pollution, soil erosion, and loss of biodiversity. These issues negatively impacted local ecosystems, water resources, and agricultural productivity.

Recognizing the need for restoration, we joined hands with stakeholders (the Maharashtra Village Social Transformation Foundation, the Aurangabad Municipal Corporation (AMC) and the Cantonment Board Aurangabad and the village community) to implement an extensive tree plantation project, planting a total of 70,582 trees. Through our plantation initiatives, the village has undergone an incredible transformation.

This joint effort, initiated in September 2020 through a Memorandum of Understanding (MoU), aims to promote rural development in the state by focusing on water security in alignment with the Jal Shakti Abhiyan introduced by the Government of India. Among the key components of this initiative is the enhancement of afforestation in Aurangabad district.

During June and July 2021, the project team collaborated with stakeholders to identify suitable sites for tree plantation. With the technical assistance from the stakeholders the locations for tree plantation activities were finalized in Aurangabad City.

Upon receiving inputs from the stakeholders in Aurangabad, we took action to prepare the sites for tree plantation. We worked along with stakeholders, to clean, level, and fence the designated areas in the four sites. This was achieved through a convergence approach, which aimed to optimize available resources for the project.
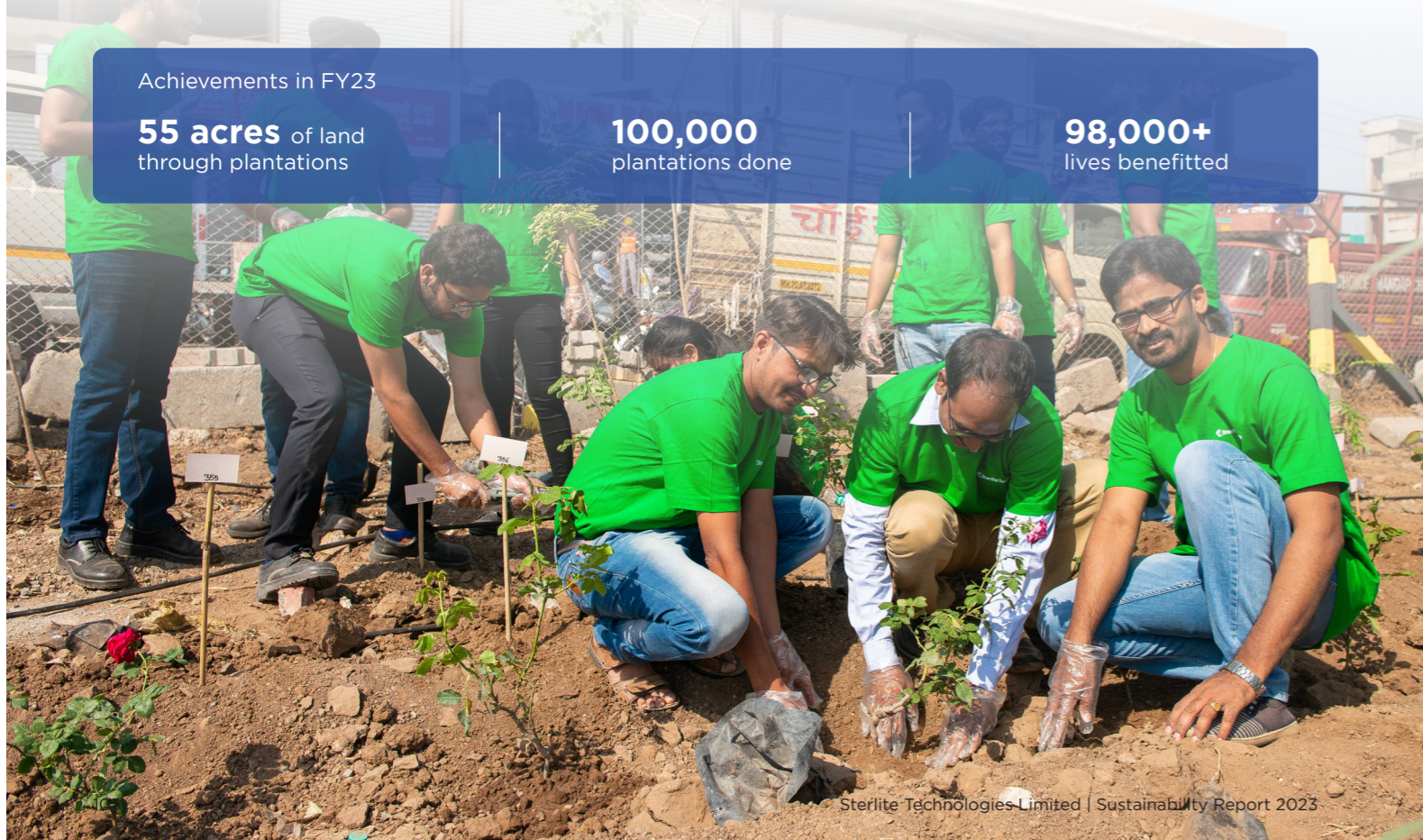
The stakeholders provided us full support to ensure a continuous supply of water at the tree plantation sites. Through the collaborative efforts, we were able to obtain the necessary No Objection Certificates (NoCs) to allow the installation of bore-wells, facilitating water access.

Green pasture	Plantation done	Plantation in Aurangabad	Saplings being planted

During August and September 2021, several tasks were undertaken to facilitate the plantation at the Cantonment Board and Kham River sites in Aurangabad. Stakeholders played a crucial role in developing a comprehensive technical plan for this endeavor.

We have successfully planted approximately 1.69 lakh saplings in selected villages and Aurangabad city. **Notably, 50,000 of these saplings were planted in collaboration with various district-level institutions.**

Site before plantiation

Site after plantation

We have planted various native tree species at strategic locations in the village. The Gram Panchayat took responsibility for the ongoing care of the planted trees, ensuring proper watering, mulching, and protecting the trees from grazing animals.

The newly planted trees contributed to soil conservation, erosion control, and increased soil fertility. They also act as natural barriers against wind and dust, thereby improving air quality and reducing respiratory problems among the residents. The growing vegetation stimulates groundwater recharge and increases the availability of local water resources. Additionally, the tree canopy provides shade, reduces the heat island effect, and improves microclimate conditions

Replication and recognition

The success of the tree plantation project in Gandheli garnered recognition at the taluka level. This inspired neighboring villages to replicate the initiative, leading to a broader environmental restoration movement.

The tree plantation project in Gandheli serves as a shining example of environmental regeneration. Through their collective efforts, the residents have greened their village, mitigated climate change, and enhanced their quality of life. This success story stands as an inspiration for other communities to follow suit.

Green initiative: impact story

Adinath Pede, Gandheli

Adinath was born and raised in the tranquil village of Gandheli, where his family had been farming the land for generations. Life was simple yet challenging, with the harsh climate and water scarcity posing difficulties for their agricultural endeavors. Adinath had a deep passion for farming, but he knew he needed something extraordinary to realize his dreams.

One day, news spread rapidly through the village - Gandheli had been chosen as a beneficiary of the joint initiative between the Maharashtra Village Social Transformation Mission and the Sterlite Tech Foundation. Excitement filled the air, and Adinath felt a surge of hope and optimism. Little did he know that this partnership would transform his life forever.

As the rehabilitation work commenced, Adinath eagerly witnessed the revival of the once-forgotten canal, Kolhapuri Dam. The rehabilitation efforts brought life back to the canal, and water began flowing through the parched lands. This sight ignited hope and enthusiasm among the villagers.

Adinath and other farmers embraced the opportunity to diversify their crops. They attended workshops organized by the foundations to learn modern farming techniques and sustainable water management. With water now available, Adinath decided to cultivate cotton and sugarcane.

Over time, Adinath's fields underwent a miraculous transformation. The crops thrived under the enriched soil and regular water supply, turning the once arid landscape into a vibrant green. With the help of recharge shafts, Adinath's well, which was once a pit of despair during dry months, now held an abundant reserve of water. He was no longer haunted by water scarcity and had the confidence to expand his farming operations.

The first harvest of cotton and sugarcane brought unprecedented joy to Adinath and his family. The yields exceeded his wildest dreams, and the market prices were favorable. Gandheli took pride in their success stories, and Adinath's income soared, allowing him to improve his home and farming equipment and provide a better future for his children.

Beyond financial gains, Adinath felt a renewed sense of purpose and dignity in his work. He was now a proud contributor to the growth and development of his village. His self-confidence and passion for farming inspired the younger generation to embrace agriculture as a noble profession.

As years passed, Gandheli became a model for agricultural development. Adinath stood tall as a symbol of perseverance and the power of collaboration. His journey from a struggling farmer to a successful agriculturist reminded everyone that with the right support and determination, dreams could flourish even in the harshest landscapes. Today, he continues to sow the seeds of hope, nurturing not just his crops but also the aspirations of generations to come.
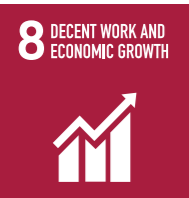
Achievements for environmental conservation for FY23

Triumphs	Initiatives taken to achieve them
0.28+ Million m3 water replenished	Across 12 villages
	5 structures built, redeveloped
O.1 Million Plantation done	0.19 million + plantations maintained
	55 acres of land covered through afforestation
0.09 million lives transformed	12 villages covered
	5,138 households have now access to clean drinking water
	80 hectares of land is now under micro-irrigation

Mapping SDGs with our initiatives to build climate resilient communities

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
1 NO POVERTY	1.5 Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	Villages covered	12	12
2 ZERO HUNGER	2.4 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, help maintain ecosystems, strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and progressively improve land and soil quality	Area of land reforested, afforested and covered under sustainable agricultural practices	6 acres of land afforested in Aurangabad	55 Acres of land
			79 hectares of land brought under drip and micro-irrigation	32 hectares
5 GENDER EQUALITY	5.1 End of all forms of discrimination against all women and girls everywhere	Number of women mobilized for community involvement	127	127

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
6 CLEAN WATER AND SANITATION	6.1 Achieve universal and equitable access to safe and affordable drinking water for all	Number of Water conservation, harvesting and groundwater replenishment structures built and redeveloped	85	5
	6.4 Substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Number of communities trainings and awareness sessions done	2,626 individuals	381 individuals
	6.6 Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	Amount of water replenished	1.4+ Mn m^3 replenished, which improved water levels in wells by 40-30 feet	1.69+ Mn m^3 replenished, which improved water levels in wells by 30-20 feet
	6.B Support and strengthen the participation of local communities in improving water and sanitation management	Number of community members who actively participate in the programme	270	127
8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment, decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value	Livelihood opportunities created	108	109

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Facilitation of transitioning to sustainable agricultural practices through government convergence schemes. Number of farmers helped, and amount of funds mobilized	172 farmers benefited and INR 1.3 million in subsidies provided	89 farmers benefited and INR 2.7 million in subsidies provided
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Number of lives benefited by environment programmes	1,00,000+ lives benefitted	98,000 lives benefitted
11 SUSTAINABLE CITIES AND COMMUNITIES	11.7 Provide universal access to safe, inclusive and accessible green and public spaces, particularly for women and children, older persons and persons with disabilities	Area of land covered through plantations	6 acres of land afforested, and +20,000 plantations maintained across Vetale and Aurangabad	55 acres of land afforested, and +1.88 lac plantations maintained across Vetale and Aurangabad
		Number of plantations done	1,69,000+	1,00,000

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2 Achieve the sustainable management and efficient use of natural resources	Reuse of waste generated inno-vatively to reduce costs, and use of new resources	2,700+ MT of biowaste converted to 540MT of compost used as fertilizer resulting in savings of over Rs5,00,000	NA
13 CLIMATE ACTION	13.1 Strengthen resilience and adaptive capacity to all countries' climate-related hazards and natural disasters	Preventing water scarcity and droughts	1.4+ Mn m3 replenished which was improved water levels in wells by 30-40 feet	1.69+ Mn m3 re-plenished, which improved water levels in wells by 30-20 feet
	13.3 Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Number of trainings sessions held on environment management	62 community members trained across six trainings	127 community members trained across six trainings
15 LIFE ON LAND	15.2 Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	Designing sustainable and scalable programmes to drive resilience	Building necessary water conservation structures to support plantations done at Aurangabad (eg., 50,000 trees at the Kham riverbank in Aurangabad), management of fruit bearing trees by user groups, conversion of areas used as garbage dumps to dense forests	Building necessary water conservation structures to support plantations done at Aurangabad, management of fruit bearing trees by user groups, conversion of areas used as garbage dumps to dense forests
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species	Number of flora and fauna being monitored under biodiversity restoration activities and studies	137 species of flora and 68 fauna species being monitored under biodiversity restoration activities and studies	247 species of flora and 157 fauna species being monitored under biodiversity restoration activities and studies

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Partnerships	VSTF, WRG2030, Ecological Society, 14 Trees Foundation, Govt. of Maharashtra	VSTF, WRG2030, Ecological Society, 14 Trees Foundation, Govt. of Maharashtra

Harnessing collaborative alliances for achieving objectives

Partnering with well-established organizations like the World Bank Group and the Government of Maharashtra extends the reach of our initiatives. This broader network facilitated engagement with a wider audience and community, maximizing the initiatives' reach.

Each partner brings unique expertise and perspectives to the table, creating a collaborative environment that leverages the strengths of each organization. This diverse knowledge pool enhances the quality and effectiveness of our initiatives. These collaborative efforts combine the resources of multiple entities, enabling a more efficient allocation of funding, manpower, and materials. This amplification of resources allows for larger-scale and more impactful projects

Enabling tech-led education

We understand the immense significance of high-quality education and the free flow of ideas. With the ever-advancing tech world, we want underprivileged children to have an opportunity to explore the vast world of digital education, and learn and grow like any other child. Therefore, through our collaboration with the American India Foundation (AIF), we have delivered an innovative ed-tech program that includes STEM learning and proven digital resources to more than 400 educational institutions across Aurangabad, Nandurbar and Gadchiroli.

DEIL (Digital Equalizer and Improved Learning program): An innovative and inclusive ed-tech movement

The shift from traditional in-person learning to remote or online education was necessitated by the global COVID-19 pandemic. Unfortunately, individuals, households, businesses, and geographical areas lacking digital access faced significant challenges and fell behind. Overcoming these obstacles requires more than just providing devices and internet connectivity. Our longstanding dedication to delivering quality education to marginalized communities allowed us to enhance basic digital literacy through ongoing skill development support and technical assistance for students, their families, and school faculty.

In partnership with the American India Foundation (AIF), we launched the DEIL program during FY21. This pioneering ed-tech model is designed to ensure the accessibility of digital education even during times of social and environmental disruptions. Throughout the pandemic, despite complete lockdowns and the closure of physical schools, we remained committed to preventing children in rural areas, particularly in aspirational districts like Nandurbar, in addition to Aurangabad and Silvassa from being left out of the education system

STL & AIF **+** Sarva Shiksha Abhiyan (SSA) **+** Rashtriya Madhyamik Shiksha Abhiyan (RMSA) **+** Teacher Education (TE) **=** 100,000 Recipients

The program provides students with access to digital content, provides training to school faculty in modern learning techniques, and enhances student learning outcomes. In addition to student-centered interventions, teachers are trained in digital teaching methods to enhance their skills and make the learning experience more engaging.

The program also focuses on nurturing talented students, regardless of their financial background, and providing them with opportunities to grow and reach their full potential. Science, technology, engineering, and mathematics (STEM) are integral components of the program, with students learning related concepts through practical examples.

60%
teachers trained using digital learning techniques

200+
villages covered across three districts

100,000+
lives benefitted

The DEIL program customizes its offerings to meet the specific needs of each region. For instance, in Nandurbar, where the importance of early childhood education was not known, we conducted door-to-door awareness campaigns to educate parents about the importance and benefits of early education. This helped bring toddlers into the education system at an appropriate age. The education imparted was interactive and captivating via digital and modern teaching platforms.

> " The DEIL program aims to benefit more than 100,000 individuals annually across 400 educational institutions in Aurangabad, Nandurbar (Maharashtra, India), and Silvassa (Union Territory of Dadra and Nagar Haveli). "

Another critical aspect of this model is collaboration with local governments and communities. Through these partnerships, we ensured that education for children from these communities continued during the pandemic and beyond

Teachers, school leaders, and community educators received training on conducting community classes, STEM education, and modern teaching methodologies, enabling them to deliver education more effectively and optimize digital teaching techniques. We also acknowledge the language and tech barriers that are prevalent. Therefore, we have ensured teachers too, are upskilled. To maximize the learning outcomes, we work in collaboration with school management and district authorities to guide the students of all ages in their native languages.

Community volunteers played a significant role in providing spaces for community classes and spreading awareness about the program among fellow villagers.

Access to quality early childhood development, care and pre-primary education

6,900 — FY 22
9,842 — FY 23
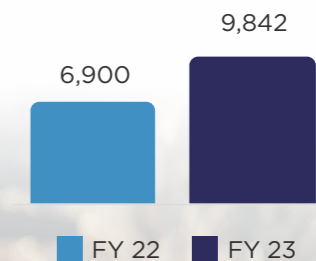
The DEIL program aligns with the United Nations Sustainable Development Goal 4, emphasizing quality education and capacity building for teachers and community facilitators over the next three years. It is also in line with the UN's principles for women's empowerment, particularly principle 6, which focuses on promoting equality through community initiatives and advocacy.

Lives benefitted due to enrollment in DEIL programme

1,10,000 — FY 22
1,04,798 — FY 23

■ FY 22 ■ FY 23

Edu- tech: impact stories

Dipali Keshavrao Aute, Aurangabad

Dipali worked as a mathematics teacher in AMC.CPS school, N - 7 Cidco Aurangabad
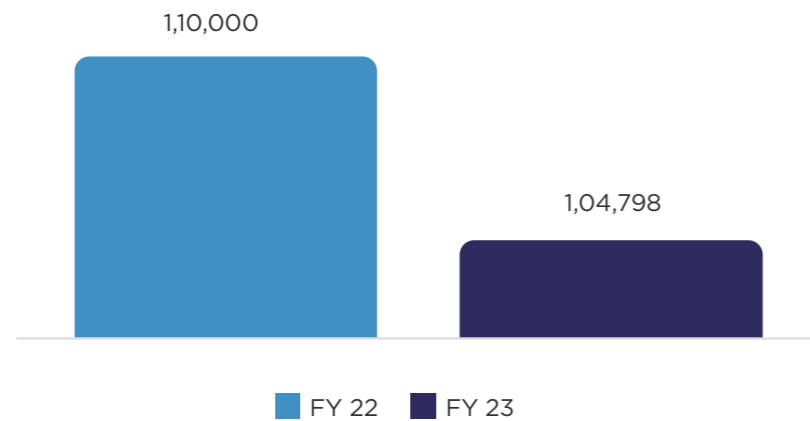The fact that most of the students were had a fear of mathematics, made her very concerned. However, she believed that if introduced properly, mathematics can reveal its engaging and imaginative aspects, fostering a close and respectful relationship with the subject.

She recognized the need to develop precision, rationality, analytical skills, and a positive attitude in students towards mathematics.

She also understood that it is important to introduce materials that aid in understanding the language of mathematics and highlight the interrelationships between its sub-branches are necessary.

By leveraging technology, students not only grasp concepts more clearly but also actively participate in classroom activities. Through the initiative of the American India Foundation (AIF) and Sterlite Tech Foundation, she was able to learn innovative approaches to teach mathematical concepts to students.
Sterlite Tech Foundation and AIF provided her with regular guidance and training on various techno-pedagogical approaches, including the use of STEM kits and digital tools that help students remember formulas and comprehend concepts better.

Visual aids displayed on large screens have proven to be highly effective in enhancing learning, and the provided materials have been invaluable.
She expressed her heartfelt gratitude to the Sterlite Tech Foundation for making it easier for her & her students to teach and learn mathematics with these resources, enabling them to handle the subject matter more effectively.

Shravani, a sixth-grade student at Z.P.C.P.S Kerhala Block Sillod, comes from a low-income family with several siblings. Due to their financial situation, Shravani felt the need to help her parents with farming, following in her father's footsteps, rather than focusing on her education. The conventional teaching methods used in her school made subjects like science and mathematics uninteresting and uninspiring to her.

Fortunately, Shravani's school was part of the DEIL Program, implemented in collaboration with AIF & STL, which aimed to revolutionize education and provide equal opportunities to students from low-income families.

Upon recognizing Shravani's challenges, the community educator discussed the matter with her teacher and parents. They took special measures to enhance her learning abilities by providing her with a STEM kit, allowing her to engage with science and math in a simplified and enjoyable manner through the integration of technology, active student involvement, and project-based learning.

Shravani Pralhad Bansod

The digital teaching methods had a profound impact on Shravani. They sparked her curiosity and made science and math subjects more fascinating and enjoyable. The hands-on approach enabled her to explore scientific concepts through practical experiments, deepening her understanding and igniting a newfound interest in the subjects.

Thanks to the Digital Equalizer Program, Shravani's educational journey took a positive turn. She transformed from finding science and math boring to actively participating in activities and experiments. The program not only nurtured her love for these subjects but also empowered her to continue her education while still supporting her family's farming activities.

The PICO satellite project: Promoting future skills at the grassroots

The initiative's primary goal was to involve accomplished students from government schools in an educational program focused on the intricate process of designing, launching, and managing PICO satellites using drone launch vehicles specifically designed for environmental monitoring. The program gained significant value from the expert guidance and mentorship provided by distinguished professionals in India's aerospace and defense sectors.

Through the study of satellites, students are exposed to fundamental concepts in science, technology, engineering, and mathematics (STEM), potentially igniting their curiosity and interest in these fields. This early exposure lays the groundwork for their future careers in technology-driven industries, which play a critical role in driving economic progress. As students gain hands-on experience and cultivate their skills, they are better equipped to contribute as proficient workers.

In the present era, satellites are indispensable for advanced technological applications and data collection, communication, and remote sensing. Equipped with an array of sensors, cameras, and communication systems tailored to their specific missions, satellites drive innovation in telecommunications, weather forecasting, navigation, and Earth observation. Furthermore, they assume a pivotal role in monitoring and comprehending climate change, natural disasters, deforestation, and other environmental factors. This contribution aids informed decision-making for sustainable development.

The constant evolution of emerging trends often opens novel pathways for scientific exploration and discovery. A solid foundation in STEM and satellite studies empowers the new generation to actively contribute to expanding humanity's understanding of the universe. This quest for knowledge has profound implications across diverse fields such as technology and medicine, fostering economic growth through intellectual advancement.

" Inspired by the 'Dr. APJ Abdul Kalam Space Research Payload Cubes Challenge-2021' organized by Space Zone India, this STEM innovation program was conducted in Dadra & Nagar Haveli and Aurangabad in Maharashtra. "
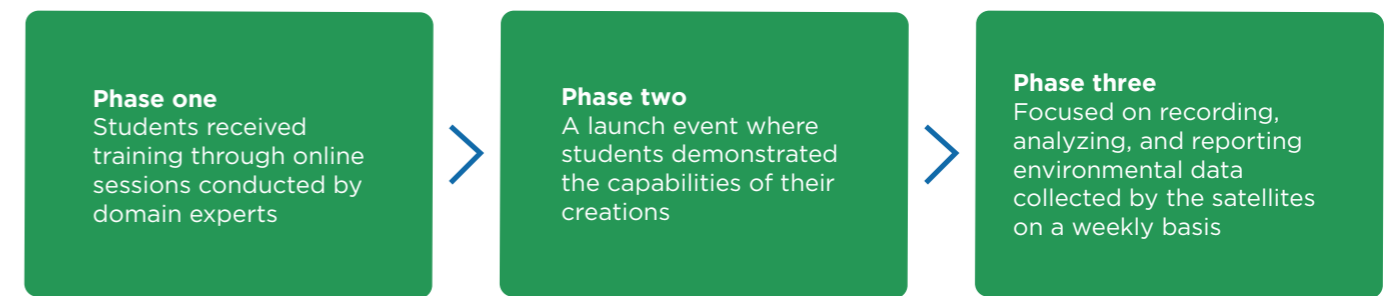
The program emphasized inclusivity, catering to diverse interests and skill levels. It not only bridged the learning gap for students interested in STEM subjects but also inspired slower learners to actively participate in STEM studies. Exceptional performers were rewarded with exposure to cutting-edge embedded technology, robotics, and programming skills. Satellites and space exploration capture the imagination of students, inspiring them to pursue STEM careers and engage in scientific inquiry. Satellite projects and simulations offer hands-on learning opportunities, allowing students to apply their knowledge to real-world scenarios.

Our program leading to a generation of well-versed in satellite technology that can engage in advanced research and development, leading to breakthroughs and advancements that have far-reaching economic implications. More than 200 enthusiastic students from government schools participated in this unique project. They eagerly took on the task of constructing PICO satellites and drones (quad/hexacopters) for monitoring and analyzing various environmental data. Dr. Anand Megaligam, the founder of Space Zone India and the youngest scientist in the country to patent the PICO satellite design, mentored the students on technical aspects.

In essence, grasping emerging trends and cultivating economic growth within STEM and satellite studies empowers the new generation to take a leading role in shaping the future. By equipping young individuals with the necessary skills, knowledge, and mindset to embrace innovation and confront challenges, societies can ensure continuous economic development and technological advancement. Staying updated with emerging trends positions the new generation at the forefront of technological innovation, enabling them to shape the trajectory of industries like satellite technology. This spirit of innovation, in turn, catalyzes economic growth by ushering in new markets, products, and services.

The program followed a three-phased roadmap, allowing students to take ownership and manage the project.

Phase one
Students received training through online sessions conducted by domain experts

Phase two
A launch event where students demonstrated the capabilities of their creations

Phase three
Focused on recording, analyzing, and reporting environmental data collected by the satellites on a weekly basis

The achievements of the school students leading this program are remarkable. The satellites they developed have been successfully deployed in an orbit approximately 1 km above the Earth's surface.

These satellites are capturing and recording 19 atmospheric variables, including ozone percentage, nitrate concentration, carbon dioxide and carbon monoxide concentrations, cosmic ray incidence, humidity, and more.
The data is regularly utilized by researchers at the Indian Research Council and Agriculture Research Centre for various critical environmental experiments and research projects aimed at formulating ecological protection strategies.

Mapping SDGs with our initiatives enabling tech-led education

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
1 NO POVERTY	1.2 Reduce at least by half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions	Total number of digitally empowered lives across age groups	1,200+	NA
4 QUALITY EDUCATION	4.2 Ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	Children provided access to primary education	6,467	2,942
	4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide a safe, non-violent, inclusive and effective learning environment for all	Total number of education institutions covered	300+	300+
	4.C Substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states	Total number of teachers trained	2,100+	2,157

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or financial or other status	Total number of beneficiaries	1,11,000+	1,04,798
		Villages covered		200+ villages across Aurangabad, Nandurbar and Silvassa
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Public-private partnerships	District education departments (Aurangabad, Nandurbar and Silvassa), American India Foundation, Pune Municipal Corporation, Lighthouse Communities Foundation	District education departments (Aurangabad, Nandurbar and Silvassa), American India Foundation, Pune Municipal Corporation

Helping STLers live their purpose

We strongly believe in collective action. We thus provide every STLer (our employees) with not just in-person volunteering opportunities, but also a virtual platform that offers live and long-term events. Through these multiple forums, we ensure their active involvement in promoting sustainable development and giving back to communities through various means.

Lives impacted (employee volunteers)

- 300 — FY 21
- 1,100 — FY 22
- 2,100 — FY 23
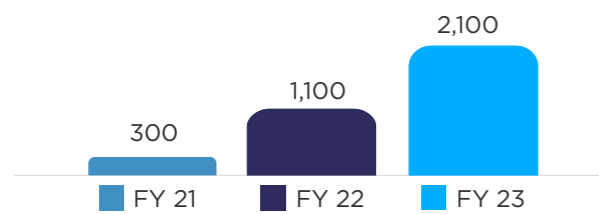
This includes conducting awareness sessions on environmental, social, and governance (ESG) issues, mentoring, promoting quality education and healthcare awareness and so much more.

As part of our commitment to sustainable development, we have integrated customized volunteering activities into our induction program for new engineering trainees. This approach allows us to achieve a significant impact on a larger scale. Even during the pandemic, we adapted to virtual volunteering, ensuring that our efforts continued without interruption.

From 6th to 11th June 2022 — STL celebrated the World Environment Week

Particpation of our leaders Mr. K.S Rao (Group-COO), Mr. Praveen Cherian (CEO), Mr. Sushil Agarwal COO (GS-INDIA), Mr. Pankaj Agarwal (CFO) , Mr. Balram Sharma (Sales Head) , Vijayanand Choudhury (Global Head - SCM), Akanksha Sharma (Global ESG Head)

In Gurgaon Office, several fruit trees were planted

Participation from Project Varun, At T Fibre Project, At R Jio Project in MP — Plantation & Pledges were conducted In-site office

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Our employees willingly contribute their time and skills to create valuable resources for different causes. For instance, they produce audiobooks for visually challenged individuals and rewrite fairy tales in simplified language to promote gender equality.

To expand the reach of our volunteering opportunities, we have partnered with Goodera. This collaboration enables our employees worldwide to access virtual volunteering opportunities anytime and anywhere, allowing them to make a difference regardless of their location.

Virtual Monumental Tour

Recording Audio Books for the Blind

STEM Introduction for Young Kids

Pen Pals, a Mentor-Mentee Initiative

Teaching English & Mathematics

Plantation and Environmental Conservation

Language Interpretation

Lives impacted (volunteering hours)

- FY 22: 600
- FY 23: 1,600
- FY 23: 2,500

■ FY 22 ■ FY 23 ■ FY 23
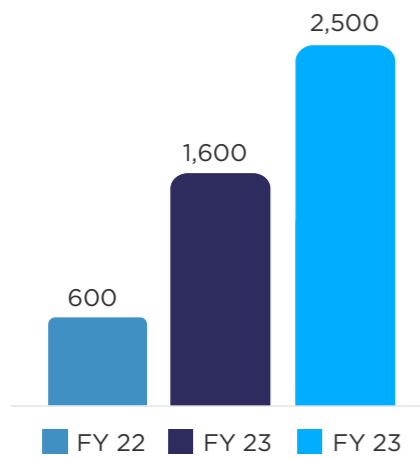
> " Our annual Daan Utsav program gives employees the unique opportunity to fulfill the wishes of children from marginalized communities as well as interact with them spreading hope of a better future. "

Gifts bring joy to everyone, it maybe kids or grown-ups, in October 2022, Daan Utsav was held, just like the name suggests, gifts were distributed after a visit to Local Deity's temple. STL's very own In-House band, STRINGER performed & entertained everyone. Over 230 employees fulfilled 650 wishes of children who are especially abled & from marginalized communities!

2000+ volunteers

2500+ volunteering hours clocked

5000+ lives benefitted

Employee volunteering on this scale, creates a powerful ripple effect that benefits not only the immediate beneficiaries but also the organization, its employees, and the broader community. It reflects a shared commitment to positive change and showcases the organization as a responsible and caring corporate citizen. This influences our personal philosophy by being socially responsible and contributing to community enrichment by engagement of locals, skills enhancement of the employees and a great team building exercise.

No. of employees for volunteering for FY23

FY 23: Location-wise virtual volunteers

Location	Value
Ahmedabad	7
Aurangabad	79
Bangalore	63
Bhopal	4
Bhubhaneshwar	2
Chennai	5
China	1
Cochin	4
Gurgaon	96
Guwahati	1
Hyderabad	10
Italy	3
Kolkata	4
London	4
Mumbai	13
Pune	57
Silvassa	15
US	1
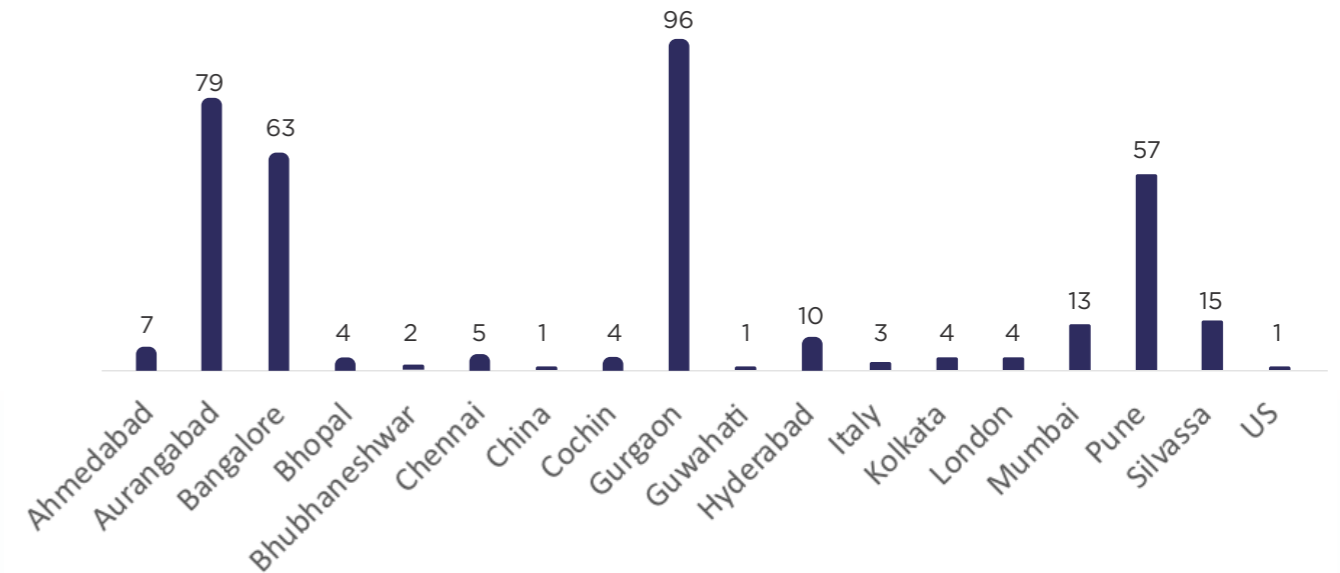
We value the active participation of our employees in CSR activities. Through awareness sessions, employee volunteering, and virtual initiatives, we aim to foster sustainable development, empower communities, and create positive change on a global scale.

Our initiative, Saksham benefitted 40 individuals with the participation of 11 employees

For our partnership with Goodera, 1029 employees participated, 3261 people were benefitted

17 of STL employees visited an orphanage, devoted 51 hours for the benefits of 75 children

Achievement in FY23

Triumphs	Initiatives taken to achieve them
20,000+ lives benefitted	5,000 lives benefitted
53% improvement in Volunteering in FY23	2,000+ employee volunteers
	2500+ hours volunteered
Focused volunteering for enhanced participation	400+ world environment day volunteers
	544 employees participated in audiobook recording activities
	304 employees participated in Daan Utsav virtual & in-person volunteering activities

Mapping SDGs with our employee volunteering initiatives

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
1 NO POVERTY	1.1 Eradicate extreme poverty for all people everywhere, currently measured as people living on less than $ 1.25 a day	Percentage of working women/ entrepreneurs	38% of beneficiaries now earn a livelihood through jobs, small enterprises, self-help groups, and their own businesses Overall, Skill Completion is 569. Placements that occurred 111	14.67% Out of 293 in this year, 43 are working
3 GOOD HEALTH AND WELL-BEING	3.4 Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Number of students screened for anaemia	780 students had been screened out of which 186 students had been found anaemic till date	Not applicable from 2023

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines, and vaccines for all	Lives benefitted	6,231	5,000+
		Employee volunteers	1,174	2,500+
		Hours volunteered	1,647 hours	2,500 hours
		Lives benefitted through the Daan Utsav campaign	2,113	

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Partnerships	Goodera and India Red Cross Society	Goodera

Investing in our People: Advancing Employee Wellbeing, Inclusion, and Development

Associated SDG's	UNEP Principles	IFC	UNGC	GRI	UNWEP
3 GOOD HEALTH AND WELL-BEING / **5** GENDER EQUALITY / **8** DECENT WORK AND ECONOMIC GROWTH / **10** REDUCED INEQUALITIES	Universality Human rights and equity	Performance standard 2: Labour and working conditions Performance Standard-4: Community health, safety, and security	Human rights and fair labour practices: Principle 1,2,3,4,5,6	General disclosures 2021: 2- 7, 8, 19, 23, Employment 2016: 401–1 Occupational health and safety 2018: 403– 1, 2, 3, 4, 5, 9 Training and education 2016: 404–1, 2 Diversity and equal opportunity 2016: 405-1 Non-discrimination 2016: 406-1 Child labour 2016: 408-1 Forced or compulsory labour 2016: 409-1	Principle 1: Establish high-level corporate leadership for gender equality. Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination Principle 3: Ensure the health, safety and well-being of all women and men workers. Principle 4: Promote education, training and professional development for women. Principle 7: Measure and publicly report on progress to achieve gender equality

Upholding human rights and fair labour practices

At STL, we firmly uphold the principles of basic human rights, recognizing them as inherent entitlement for every individual worldwide. We are committed to respecting fundamental human rights of all people across our value chain – in our own operations across our supply chains, and in the communities where we operate.

Navigating potential risks

Long-term growth is hindered by conflicts and violence. When human rights are violated, it often leads to further instability and conflict. Recognizing the potential profound consequences of human rights risks, STL may face various challenges such as legal costs, damage to reputation and relationships, loss of revenue, and the risk of losing their social license to operate.

To address these human rights challenges, we must identify, assess, and effectively manage these risks as a crucial part of our approach to human rights. Adopting effective governance practices and engaging with stakeholders is a significant aspect of our strategy.

By incorporating these practices and procedures, we create a responsible and ethical business environment that respects and upholds human rights at all levels.

Navigating success: Our proactive management approach

Every individual deserves equal treatment and access to safe and healthy working conditions that enable them to contribute effectively to their workplace. Within the manufacturing sector, addressing and upholding various aspects of human rights and fair labour practices play a pivotal role.

At our company, human rights and fair labour practices hold a significant position among our focus areas. They are embraced and championed by our partners throughout the value chain. We have implemented policies to ensure compliance with the standards we follow, and we regularly conduct audits of our facilities and partners to evaluate their performance against these parameters.

The safety of our workers is of utmost importance, and we take proactive measures to create secure working environments in our plants. We prioritize the respect of employees' rights, adherence to labour regulations, and the promotion of decent employment practices.

STL's commitment to human rights

At STL, our actions and policies are guided by international declarations and principles, including the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, Women's Empowerment Principles, and UNEP's goals. Additionally, we fully comply with national and state laws on human rights and fair labour practices in the countries where we operate

> To demonstrate our commitment, our Rakholi and Dadra facilities have already obtained SA8000:2014 certification. As part of our ongoing efforts, we are working towards achieving SA8000 certification for all our facilities across each business unit in the coming years.

Our human rights policy comprises

- Recognizing and respecting employee rights to associate freely
- Compliance with labour standards
- Honoring and safeguarding the culture and heritage of local communities
- Advocating for diversity and equal opportunities
- Providing a safe and healthy working environment
- Zero tolerance towards child and forced labour
- Respecting individual privacy expectations
- Non-Dicrimination

Our human rights policy

To adhere to labour regulations encompassing aspects like working hours, salaries, and working conditions, as mandated by the jurisdiction in which we operate.

To ensure equitable remuneration for employees and furnish them with avenues for enhancing their skill sets and competencies.

To establish a work environment that promotes both well-being and safety across all our operations.

To maintain a stringent stance against any form of coerced or underage labour in all our activities.

To uphold parity of opportunity and treat all employees with honor, regardless of their ethnicity, religion, caste, gender, age, and more.

To honor and safeguard the cultural and historical heritage of local communities, particularly those that are socially marginalized.

To uphold privacy expectations and secure individual information.

Our human rights policy and fair labour practices are designed to safeguard every employee from any form of unfair treatment. Our human rights policy has a strong focus on ensuring liberty, equality, equal opportunity, and security for every individual within our company and value chain. We are committed to treating everyone fairly and do not discriminate based on age, gender, or any other basis.

"In FY23 we recorded zero cases of discrimination, showcasing our dedication to upholding human rights as a fundamental part of our culture and work ethics."

Ending exploitation, ensuring childhood dreams

Child and forced labour have no place in our operations, and we strictly comply with the Child Labour (Prohibition and Regulation) Act, 1986, and The Bonded Labour System (Abolition) Act, 1976 in India. We never employ children before they reach the legal working age and complete their compulsory education.

Zero cases of child and forced labour in FY23

Furthermore, we extend our commitment to ethical and healthy work practices to our partners, ensuring they follow stringent criteria that prohibit child labour and forced and compulsory labour in their operations. We believe that by positively influencing the communities where we operate, we contribute to a better world for all.

Mapping SDGs with our human rights practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
5 GENDER EQUALITY	5.1: End discrimination against women and girls	Increased number of women in senior management and various other roles		• Ensured no discrimination took place. • Created a diverse and inclusive atmosphere through our code of conduct
8 DECENT WORK AND ECONOMIC GROWTH	8.7: End modern slavery, trafficking, and child labour	Ensure no forced or child labour is employed		Recorded zero cases against child and forced labour

Promoting diversity, fairness, and inclusivity

Addressing risks associated with lack of diversity

Restricted viewpoints resulting from inadequate gender and cultural representation within the workplace can result in policies that inequitably impose greater burden on employees. Insufficient gender, age, and cultural diversity within the workforce can likewise manifest as ineffective policies and strategies, ultimately weakening the organizational framework. A lack of inclusiveness could inadvertently foster a hostile environment and elevate employee turnover. Thus, fostering a sense of belonging and appreciation among employees stands as a pivotal element of cultivating a constructive workplace atmosphere.

Our approach for a diverse, equitable and inclusive workplace

At STL, diversity considers the diverse range of skills, mindsets, viewpoints, talents, and characteristics found within our workforce and business partners. This distinctiveness sets us apart and actively contributes to fostering creativity, driving innovation, and achieving business triumph. We firmly believe that uniting individuals regardless of age, gender, cultural background, race, religion, caste, unique abilities, sexual orientation, educational history, values, beliefs, or experiences enhances the prosperity of our company.

With a global presence spanning across 100 countries, we stand as a truly diverse organization.
As our geographical footprint expanded, operational models evolved, acquisitions took place, and hybrid work settings emerged, the importance of comprehending our workforce demographics grew exponentially. Leveraging cutting-edge technology, we've effectively bridged this gap and made data more accessible for our employees. Through our advanced Human Resources Management System (HRMS), we've captured every facet of the employee journey, from initial sourcing and onboarding to goal setting, performance management, core employee data and documentation, learning and development initiatives, career progression, compensation records, and eventual offboarding.

Our workforce boasts a harmonious blend of gender, ethnicity, specialized domains, and generations. We constantly scrutinize our procedures, policies, and approaches to infuse them with greater inclusivity and employee well-being, ultimately cultivating an improved work-life balance. Our policies are gender neutral, fair, impartial, and unbiased. We provide comprehensive provisions for maternity and paternity leave, along with opportunities for coaching, mentorship, and tailor-made staffing frameworks designed to accommodate the diverse needs of our employees across offices, manufacturing facilities, and project sites.
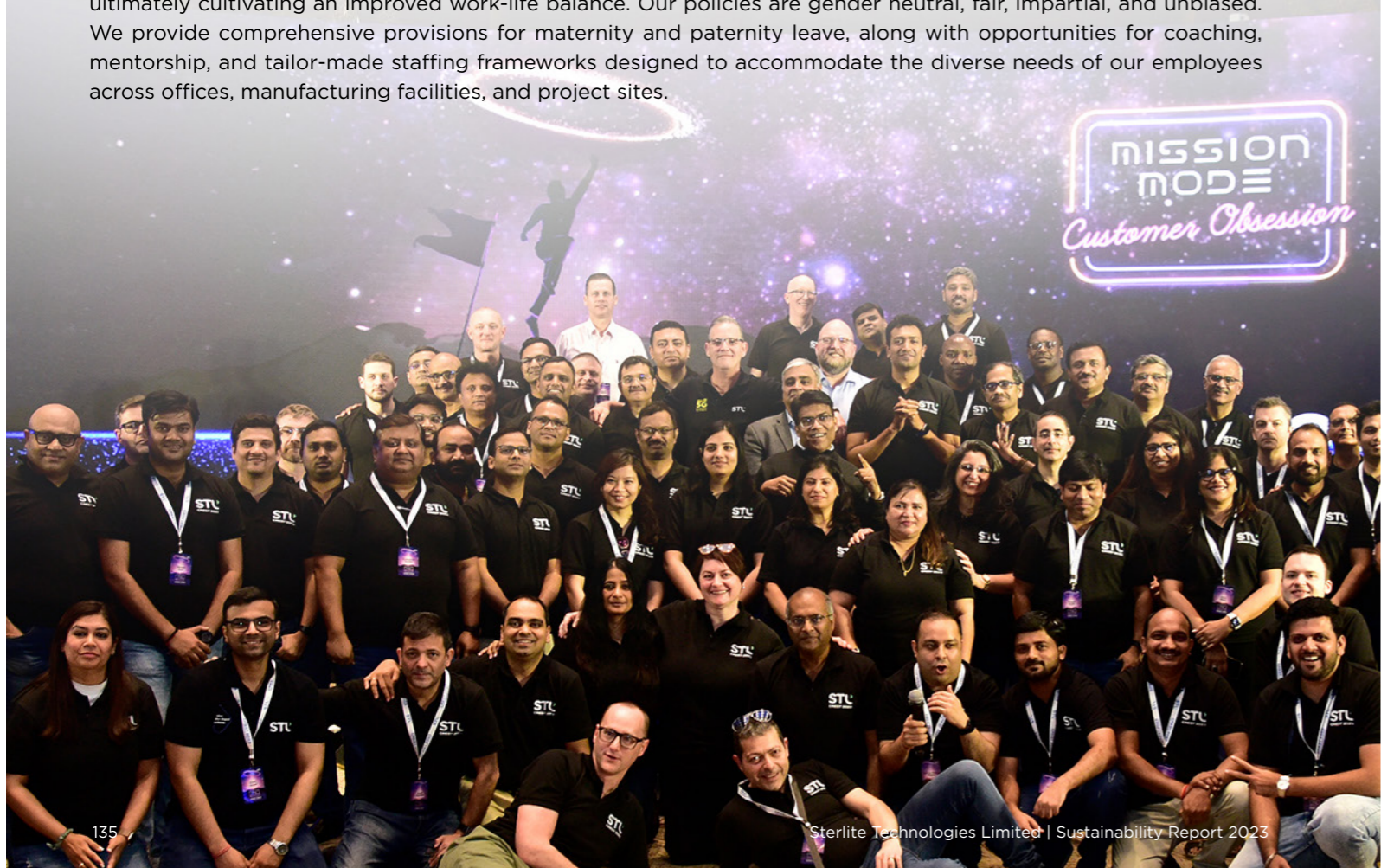
Embracing all voices, enriching our essence through our diversity & inclusion commitment

While diversity serves as our collective strength, our company culture proudly highlights equality and inclusivity.

Rather than viewing diversity, equality, and inclusion (DEI) as mere mandates, we perceive them as expansive avenues for welcoming talent without restrictions, transcending geographical and demographical boundaries.

We have aligned our core principles with the UN Women Empowerment Principles, ensuring equitable treatment of both women and men within our workplace.

We regularly witness women excelling in functions historically dominated by men, including civil engineering, public relations, key account management, and predictive analytics. An entire women-led team efficiently oversees the coloration segment across three facilities within our cable factory.

> The introduction of women-led operations in our plants in resulted in a remarkable operational efficiency increase to 95%.
>
> At our Optical Interconnect facility, women trainers accomplished the impressive feat of training tenfold the number of technicians in just one and half year

A special initiative has been launched to facilitate the return of women who had taken career breaks. The #EachForEqual campaign, introduced on International Women's Day, transcends gender and extends to both men and women, aiming to create renewed career opportunities for individuals seeking to re-enter the professional sphere after sabbaticals, such as for maternity or parental care.

Total number of permanent employees by age group in FY 22 & FY23
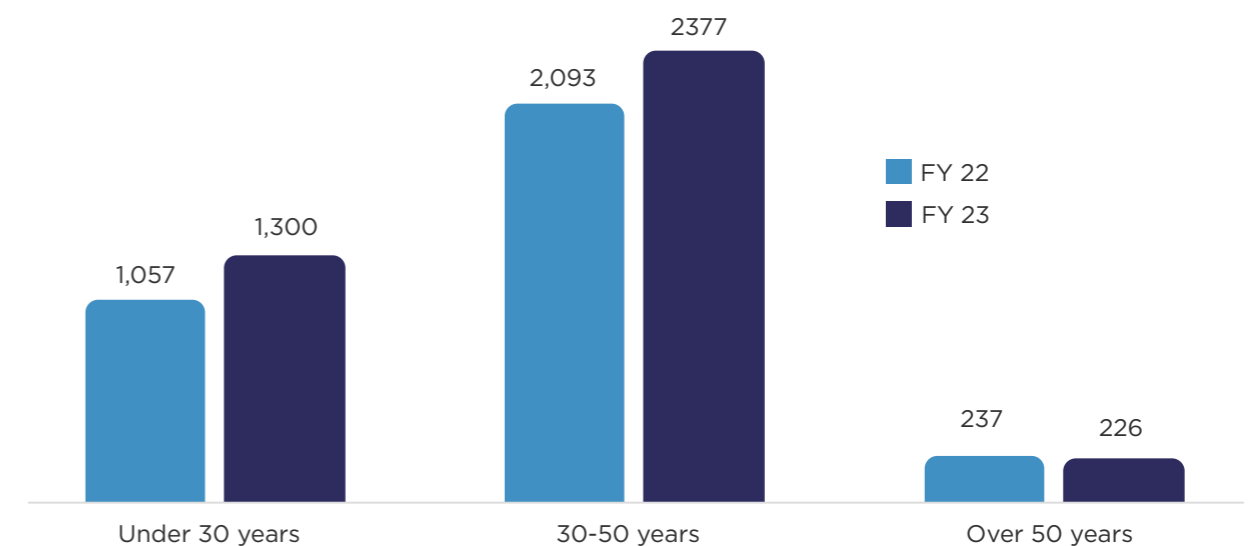
Age group	FY 22	FY 23
Under 30 years	1,057	1,300
30-50 years	2,093	2,377
Over 50 years	237	226

No. of permanent employees (in %) for FY22

- 7% Over 50 years
- 31.20% Under 30 years
- 61.79% 30-50 years

Under 30 years ■ 30-50 years ■ Over 50 years

No. of permanent employees (in %) for FY23

- 5.70% Over 50 years
- 33.30% Under 30 years
- 60.90% 30-50 years

Under 30 years ■ 30-50 years ■ Over 50 years

No. of permanent employee

- FY 22: 3,370
- FY 23: 3,903

FY 22 ■ FY 23

No. of permanent worker
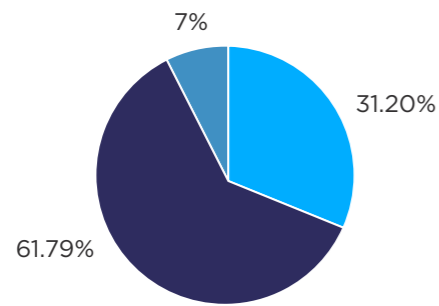
- FY 22: 18
- FY 23: 33

FY 22 ■ FY 23
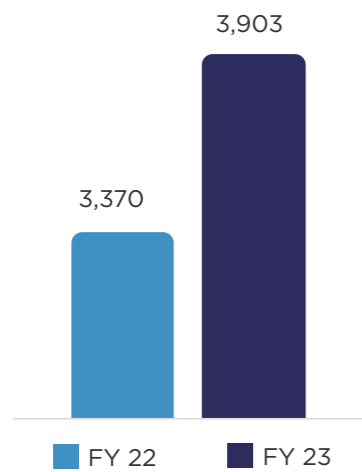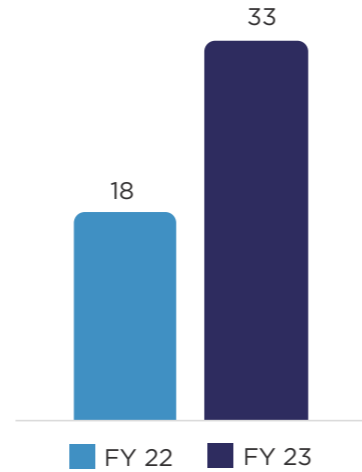
Roles held by the entire permanently employed workforce during FY22

- 771
- 15
- 1,856
- 558
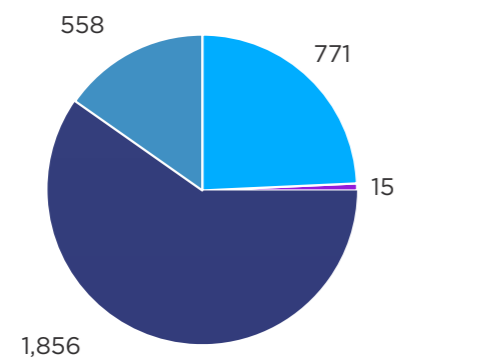
Technical ■ Administrative ■ Production ■ Any other employee

Roles held by the entire permanently employed workforce during FY23

- 954
- 28
- 2,164
- 757
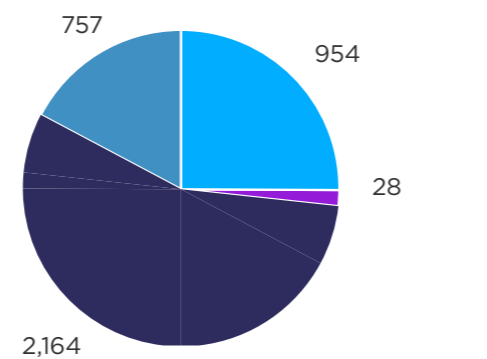
Technical ■ Administrative ■ Production ■ Any other employee

Striving for a 50% Gender Balance

STL's dedication to gender diversity is a resolute commitment. We firmly believe that a diverse workforce injects novel perspectives and inventive solutions, ultimately propelling our achievements. While our current gender distribution among full-time employees hovers around 20%, our aspiration is to reach an equitable 50%, and we're diligently working to realize this goal.

Several years ago, we embarked on our journey from the most challenging point: our manufacturing plants, traditionally dominated by male roles. Today, a remarkable 250-300 women actively contribute across various capacities within these plants. Remarkably, an all-female team proficiently manages the coloration section within our optical cable factory.

Our strides towards gender diversity extend far beyond the manufacturing plants. Our central functions boast a 28% gender diversity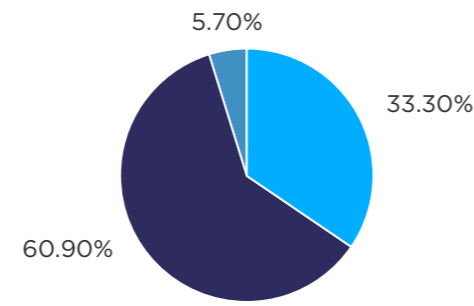, with numerous women holding esteemed positions in senior and leadership roles. As we expand westward, the United States, our newest market, embraces an impressive 30% representation of women among STL employees, significantly propelling our rapid growth. This year's cohort of trainees also reflects our commitment, with a diverse composition: 45% of women engineers and management trainees .

No. of permanent employees in FY22 and FY23

- Male — FY 22: 2,805; FY 23: 3,200
- Female — FY 22: 565; FY 23: 702

FY 22 ■ FY 23
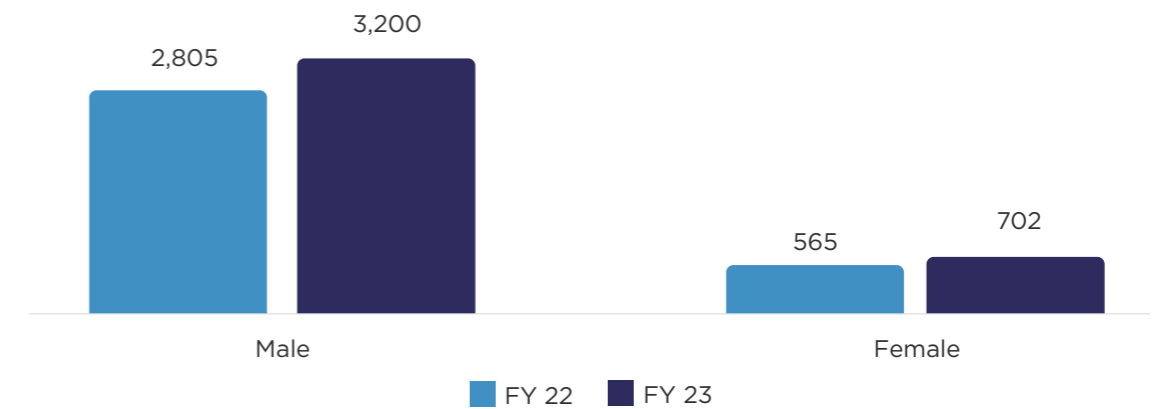
Management level workforce break-up as per gender

Management-level workforce composition based on gender for the FY23
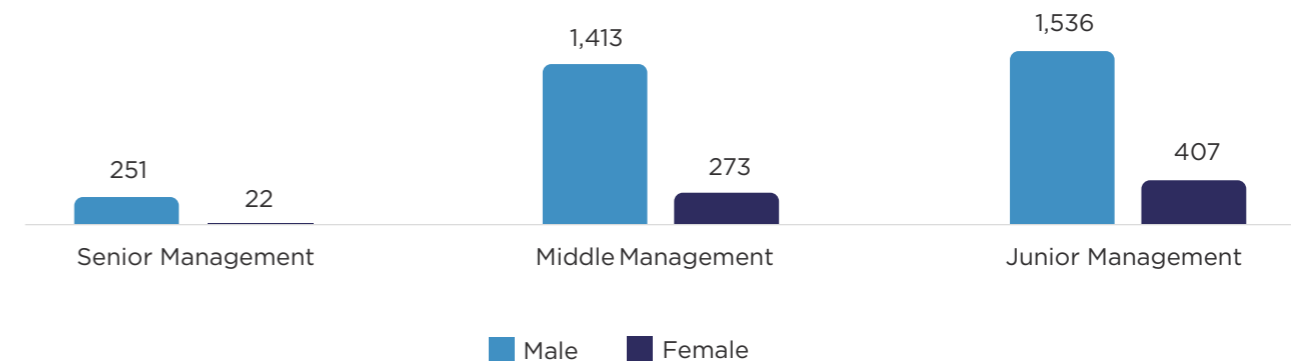
- Senior Management — Male: 251; Female: 22
- Middle Management — Male: 1,413; Female: 273
- Junior Management — Male: 1,536; Female: 407
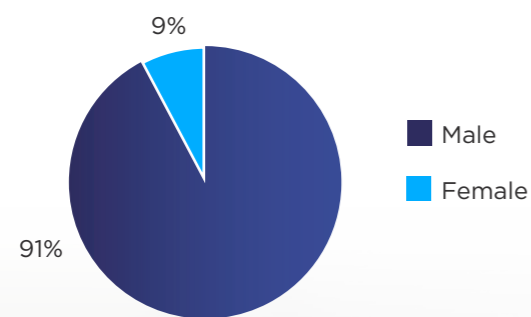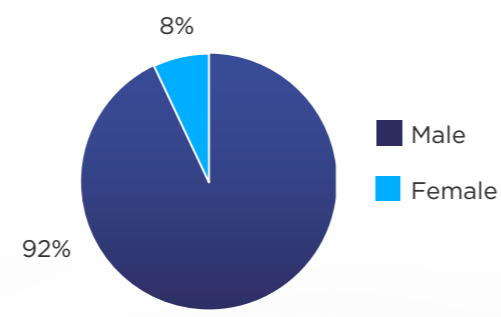
Male ■ Female

Senior mangement: by gender FY22

9%

91%

- Male
- Female

Senior mangement: by gender FY23

8%

92%

- Male
- Female

Middle management: by gender FY22

20%

80%

- Male
- Female

Middle management: by gender FY23

16%

84%

- Male
- Female

Junior management: by gender FY22

17%

83%

- Male
- Female

Junior management: by gender FY23

21%

79%

- Male
- Female
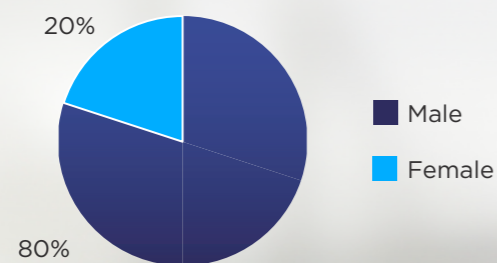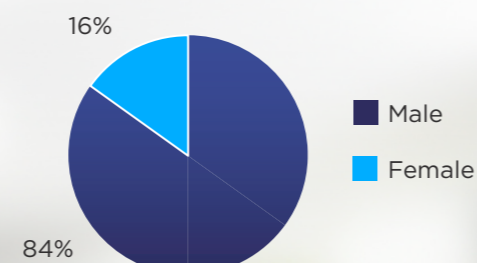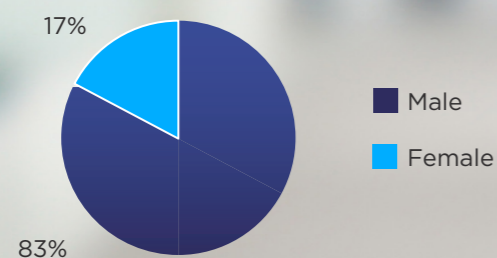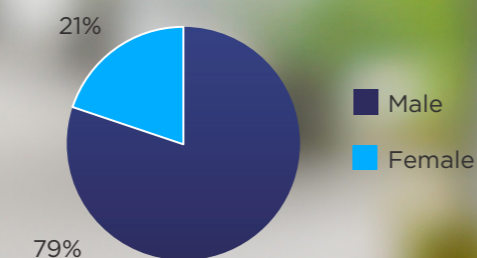
Empowering potential, embracing all abilities: our inclusive hiring commitment

Our paramount focus revolves around recognizing and nurturing talent and potential. STL team members understand that fostering an all-encompassing work environment not only enables us to attract, assimilate, and cultivate exceptionally skilled professionals but also enriches STL's standing as an exceptional workplace.

We take immense pride in pioneering initiatives aimed at establishing an organization that provides opportunities for individuals with disabilities to actively engage in our manufacturing units. This incredible journey spans from the initial recruitment process and onboarding to witnessing the remarkable growth and prosperity of these remarkable STL members. Our commitment led us to meticulously assess our facilities to ensure optimal support for especially abled STL individuals.

Our commitment to genuine inclusivity led us to the next innovative stride – harnessing AI to eradicate biases during the resume shortlisting process. We are unwavering in our conviction to base hiring decisions purely on merit, devoid of any prejudices.

> **Differently abled employees FY23**
>
> Male: 6 | Female: 4

Inclusivity for us goes beyond mere rhetoric; it involves crafting policies that facilitate the participation of individuals with diverse needs and circumstances on the STL journey. Our flexible holiday scheme is a testament to this commitment, allowing people from various faiths and cultural backgrounds to commemorate their respective festive occasions. Through our partnership with a renowned industry leader in health and wellness, our employee assistance program empowers colleagues and their families with the resources, tools, and resilience to overcome physical, mental, and emotional challenges.

Further demonstrating our dedication, we've initiated endeavours to bridge salary disparities and ensure equitable prospects in terms of advancement, promotions, and succession planning. For us, inclusion is not just a superficial concept; it is deeply interwoven in the very fabric of our sustained global growth as a company.

Workforce break-up as per function and gender

Workforce categorized by roles and gender in FY22
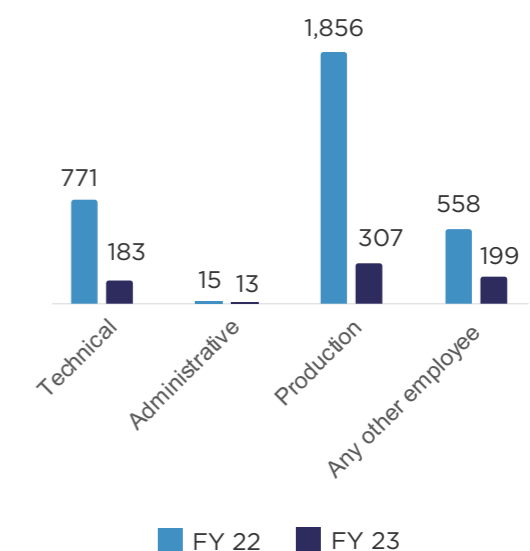
1,454

879

465

242   239

71   22 16

Technical   Administrative   Production   Any other employee

- FY 22
- FY 23

Workforce categorized by roles and gender in FY23

1,856

771

558

183   307   199

15 13

Technical   Administrative   Production   Any other employee

- FY 22
- FY 23

Gender-wise categorization for technical jobs in FY22-FY23

FY22: Male 465, Female 71
FY23: Male 771, Female 183

Legend: Male, Female

Age-wise categorization for technical jobs in FY23

26, 3%
404, 42%
525, 55%

Legend: Under 30 years, 30-50 years, Over 50 years

Gender-wise categorization for administrative jobs in FY22-FY23

FY22: Male 22, Female 16
FY23: Male 15, Female 13

Legend: Male, Female

Age-wise categorization for administrative jobs in FY23

3, 11%
3, 11%
22, 78%

Legend: Under 30 years, 30-50 years, Over 50 years

Gender-wise categorization for production jobs in FY22-FY23

FY22: Male 1454, Female 242
FY23: Male 1856, Female 307

Legend: Male, Female

Age-wise difference for production jobs in FY23

103, 5%
780, 36%
1281, 59%

Legend: Under 30 years, 30-50 years, Over 50 years

Gender-wise categorization for other jobs in FY22-FY23

FY22: Male 879, Female 239
FY23: Male 558, Female 199

Legend: Male, Female
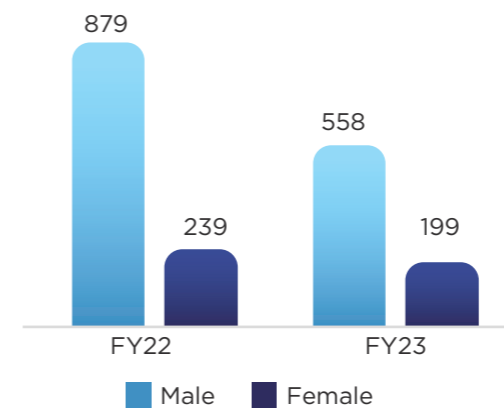
Age-wise Difference For Other Jobs In FY23
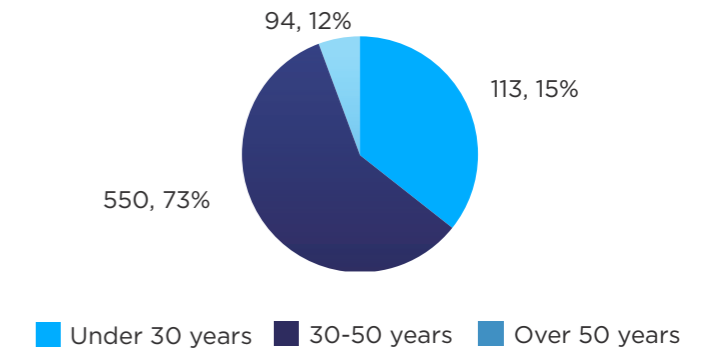
94, 12%
113, 15%
550, 73%

Legend: Under 30 years, 30-50 years, Over 50 years

Embracing change: Navigating workforce turnover across age group

STL maintains non-discriminatory practices regardless of age and enforces policies to ensure fairness, globally.

Global workforce turnover trends In FY22

India: 266, 385, 10
EMEA: 6, 19, 9
North America: 1
Italy: 6, 2, 7
Other Countries: 11, 31, 3

Legend: Under 30 years, 30-50 years, Over 50 years
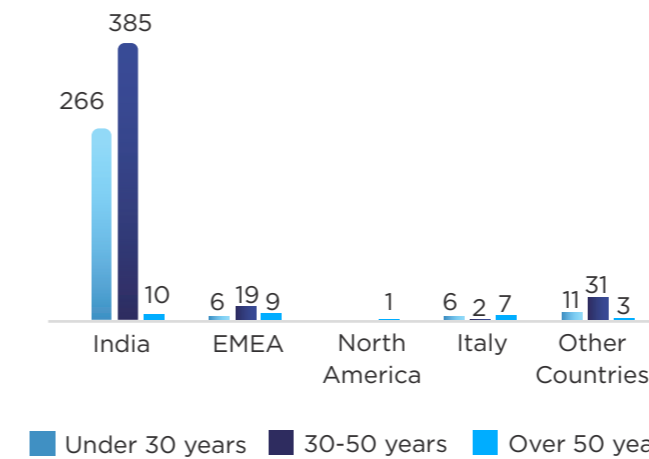
Global workforce turnover trends in FY23

India: 464, 630, 23
EMEA: 21, 56, 35
North America: 0, 14, 14
Italy: 5, 10, 5
Other Countries: 19, 34, 5

Legend: Under 30 years, 30-50 years, Over 50 years

Retention ratio

A strong retention ratio signifies a well-functioning organization that values its employees, maintains operational stability, and is better positioned to achieve long-term success, which is the goal of STL

Retention ratio for permanent employees and workers

	FY22	FY23
Male	78%	67%
Female	73%	62%

■ Male ■ Female
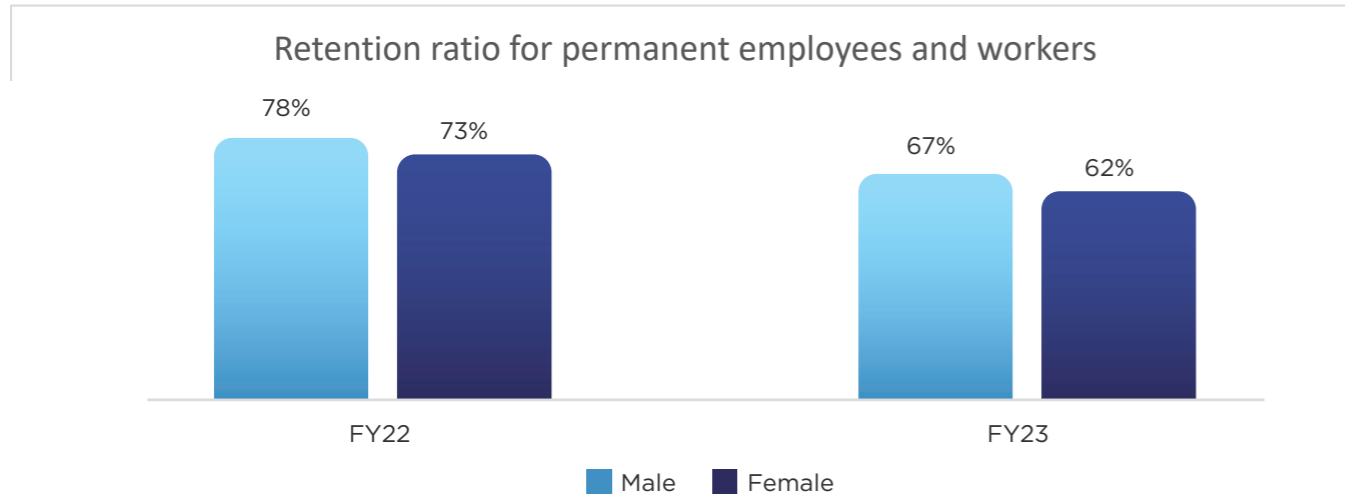
Mapping SDGs with our diversity and inclusion practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
5 GENDER EQUALITY	5.1: End discrimination against women and girls	End discrimination	Female employees constitute 16.7 % of our workforce	Female employees constitute 18 % of our workforce
	5.5: Ensure full participation in leadership and decision-making	Increased women participation of women in leadership roles	Senior management constitutes of 8% women	
	5.B: Promote empowerment of women through technology	Empower women using technology	• Leveraged digital platforms to reach out to best talents across the globe • Received 700+ applications, of which 650 were from women across domains for our virtual career fair	Leveraged digital platforms to reach out to best talents across the globe
	5.C: Adopt and strengthen policies and enforceable legislation for gender equality	Create a diverse and inclusive workplace through policies	Ensured adherence to our code of conduct to ensure no discrimination takes place	

Elevating careers, fuelling employee development

With the emergence of fresh markets, there will also arise novel technologies, both of which will profoundly impact an employee's skill set. Consequently, the obsolescence of knowledge is occurring at a much swifter pace than it did in recent years. Acknowledging the necessity of acquiring new skills aids in advancement and innovation for the times ahead. Therefore, continuous learning plays a pivotal role in the personal and professional development of employees, as well as in ensuring the enduring sustainability of our company.

Empowering decisions through comprehensive risk assessment

Exceptional training initiatives yield remarkable advantages, including heightened efficiency, reduced employee turnover, fewer safety-related incidents, and an augmented sense of job contentment. Inadequate training schemes can result in decline of operational performance. Neglecting to equip employees with knowledge about industry trends, regulations, and advancements could result in missed opportunities for vital sector innovations. Additionally, the omission of training regarding emerging policies, regulations, prerequisites, and methodologies may give rise to legal complications, subsequently elevating operational costs.

A well-planned corporate Inductions programme

We believe, learning happens at all steps of the ladders, therefore, have a Campus to Corporate Program is designed to facilitate a seamless transition for Graduate Engineer Trainees (GETs) and Management Trainees (MTs) who are joining STL.

College to corporate

C2C is an interactive initiative that combines Leadership Sessions with team interactions. These sessions encompass various aspects, including essential compliance programs and informative Brand Awareness & Marketing Sessions. It spans a week and includes engaging sessions that serve as a bridge between the campus and corporate environments.

> The two-day induction program is strategically designed to ensure a harmonized onboarding experience for our new hires, enabling them to acclimate comfortably to the STL environment.

This program is structured around the 7Cs, providing a comprehensive approach to the C2C program.

Culture
Chemistry
Credibility
Capability
Communication
7Cs
Commitment
Collaboration
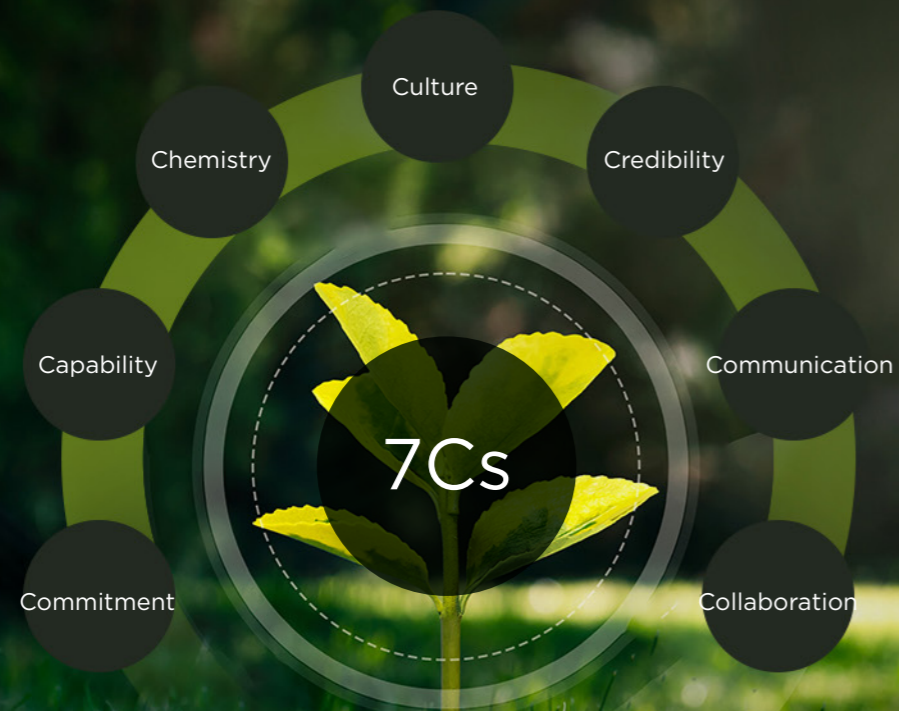
The corporate induction training program serves as a comprehensive organization-wide onboarding initiative. It encompasses both pre-joining preparations (30 days prior to joining) and post-joining activities for the first 30 days of employment.

> - Enhancing the end-to-end onboarding experience from 30 days before joining to 30 days after joining through the effective use of technology.
> - Creating meaningful touchpoints throughout the onboarding process.
> - Establishing a robust feedback mechanism.

Leveraging technology is an integral part of both the pre-joining and post-joining phases to ensure a seamless and efficient onboarding and induction experience.

Our commitment to safeguarding workers from hazards is demonstrated through the following measures.

Comprehensive training and awareness programs	Provision of appropriate personal protective equipment (PPE)	Implementation of effective engineering controls

Effectively managing employee learning and development

We are committed to cultivating a positive workplace environment within STL, fostering the lasting growth, and flourishing of all our employees. The pandemic prompted a reassessment of our approach to building this positive atmosphere. Adapting to online and hybrid work settings presented challenges through harnessing digital platforms and e-learning resources, we effectively bridged these gaps and upheld our training initiatives. The notable shift from offline to online business practices has, in fact, unveiled numerous prospects, extending beyond employee training. It encompasses cultivation of an inclusive culture, ensuring equitable treatment and equal opportunities for professional advancement for employees of diverse backgrounds.

Complementary to our training modules, we further bolster our workforce's personal development via on-the-job training and an array of leadership growth avenues. We foster a culture of continuous learning, empowering each employee to chart their unique learning journey. Consequently, our process of identifying training needs has evolved into a contextually tailored endeavour, yielding a robust global learning portfolio. This collection, integrated into our learning and development framework, stands poised to address individual learning requisites over the next biennium.

These principles of learning alignment mirror the UN Women Empowerment Principles, echoing our commitment to advance education, training, and professional development. At STL, our core value is the 'Hunger to Learn,' empowering every employee to shape their learning journey.

Crafting leadership excellence, building futures

The cornerstone of our learning experience lies in our learning framework, which is meticulously crafted to address the dynamic needs of both our organization's strategy and the rapidly evolving industry landscape. This approach not only bridges skill gaps but also nurtures employee retention. The framework is intricately woven into our competency model, ensuring alignment with our organizational goals.

Our learning and development strategy serves as a robust foundation that underpins a diverse array of talent enhancement services. This comprehensive learning architecture serves as a monumental endeavour aimed at streamlining the growth journeys of our employees across global leadership, professional expertise, and technical proficiency domains. Within this framework, we provide tailored solutions that support a three-tiered approach for each competency. This, in turn, bolsters essential, progressive, and future skills aligned with the identified competencies earmarked for further development.

Empowering excellence through leadership development

At STL, we firmly believe that leaders should set the example for their teams. Our globally accessible e-learning program for executives focuses on equipping managers with the tools to drive team strength, motivation, and an improved work environment. This approach has not only resulted in enhanced performance but has also led to a reduction in instances of illness.

Through targeted leadership training, we cultivate a pool of adept resources who embody their skills within the STL ethos. These specialized programs cater to employees at different stages of progression, encompassing young talents, regional middle managers, and corporate officers.

We promote our exceptional talent, urging them to partake in diverse leadership programs and opportunities. These training initiatives enable them to effectively apply the acquired expertise within their specific domains. Our commitment to their growth is exemplified through the introduction of advanced leadership programs, encompassing personalized coaching sessions, immersive action learning endeavours, and insightful psychometric assessments.

People first

Emphasizing 'People First' is a crucial factor in enabling flow. This entails creating a work environment that fosters psychological safety and equipping managers with effective capabilities. We recognize that STL's success hinges on the multitude of daily interactions and decisions that empower managers to bring out the best in their teams. These managers serve as the daily face of the organization for everyone. Thus, we identified the need for a structured intervention to develop STL's managers.

> " Our managerial effectiveness program, 'People First,' was thoughtfully crafted with STL's unique context as the focal point, drawing on best practices as a reference. A selected group of managers underwent a rigorous learning journey, encompassing live workshops, online modules, reflective sessions, and the use of learning diaries. This program was designed with the understanding that each manager may absorb and apply their learning differently. "

We are proud to announce that 'People First' has earned the prestigious Brandon Hall Award in the Silver Category, a testament to its effectiveness. Notably, 70% of previous cohorts have achieved certification as STLer Managers, and the current cohort has already seen 60% of its members certified, with expectations for this number to rise. STLer Managers will play a pivotal role as change agents, driving meaningful transformations throughout the organization.

> We empower our employees by granting them the autonomy to select their own learning paths, customized to their specific needs. These choices are arrived at through discussions with their managers and are further refined with leadership input and recommendations.
>
> Our Learning Architecture represents a significant effort aimed at streamlining the development journey of leadership, professional competency, and technical capability for all STL employees across the globe. This framework offers solutions that align with a three-tier plan for each STL competency, catering to the development of Key, Growth, and Future skills in accordance with the identified competencies.

Global learning catalogue

At STL, we hold the value of 'Hunger to Learn' in high regard. Our commitment lies in fostering a culture of continuous learning, facilitating the growth of our employees' skill sets, and supporting their career progression. To achieve this, we have developed a comprehensive Global Learning Catalogue designed to address a wide range of competencies suitable for our globally diverse organization.

Pioneering Pathways of Progress for STL Team Members

STLers seize every chance to enrol in our array of Learning & Development initiatives. Among our distinguished and highly sought-after programs are ACT Up, Evolve, Accelerate, and Elevate.

ACT Up stands as a dynamic program for learners and practitioners spanning various stages of their professional journey. From fresh talents in entry-level roles displaying potential for expedited growth to seasoned leaders poised to undertake paramount responsibilities, ACT Up caters to all. During FY23, a multitude of STLers actively participated in live ACT Up projects, contributing to approximately Rs. 28 crore in company savings.

Targeting young managers and first-time leaders ready to embrace challenges, **Evolve** is a meticulously curated experience. Over a span of six months rigorous learning path, more than 40 participants upskill themselves through assessments, skills labs, one-on-one coaching, and Action Learning Programs (ALPs).

Accelerate, a multidimensional endeavour, empowers and nurtures the potential of 40 identified potential future leaders within STL. Encompassing professionals across diverse domains such as Sales, Technology, Operations, and Enabling Functions, this Wharton-certified program offers a holistic experience. The participants undertake a capstone project under the guidance of a member of STL's executive team.

Elevate is geared towards STL's senior leadership with a focus on building high-performing teams and delivering on purpose-aligned global growth. This Harvard-certified program is tailor-made for around 35 Executive, functional, and divisional leaders. The program comprises of a series of assessments, strategic dialogues, forums, and collaborative exercises. These dynamic elements empower the senior team to conceive and practice fearless, exponential strategies.

Learning Architecture

The core of our learning experience lies in the learning architecture. This program is designed to address skill gaps in alignment with our organization's strategy and the ever-evolving dynamics of our industry. This approach not only enhances employee retention but also directly responds to training needs aligned with our competency framework.

Our learning and development strategy serves as a robust framework that underpins a wide array of talent development services. The learning architecture represents a substantial initiative aimed at streamlining the growth journey of every employee in terms of global leadership, professional competence, and technical capabilities. This framework provides solutions to support a three-tier strategy for each competency area, thereby fostering the development of essential, growth-oriented, and future-oriented skills in line with the identified competencies.

STL has 10 leadership competencies which are further combined and categorised into leadership buckets

Professional Competence
- Problem solving
- Programme management
- Business Orientation
- Business communication
- Change management
- Stakeholder management

Leadership competencies
- Leadership and self awareness
- Agility
- Unconstrained thinking agility
- Consistent high-performance
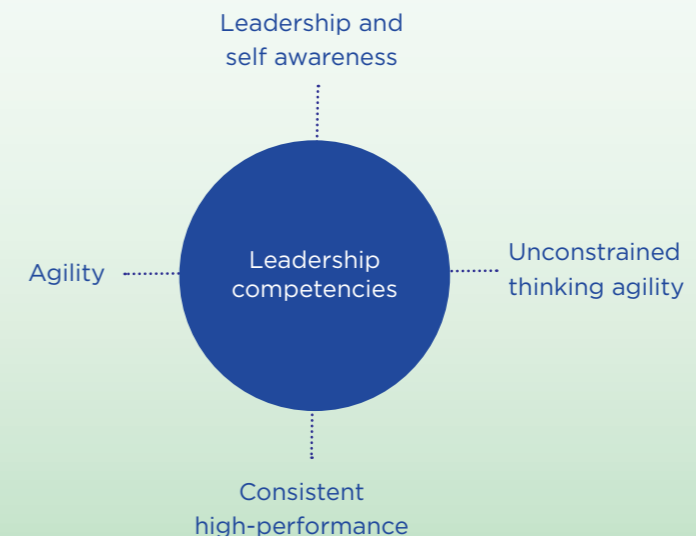
Crafting Tomorrow's Trailblazers

ACT Up

ACT Up represents STL's rapid career advancement initiative tailored for emerging talent within the organization. The primary aim of this program is to Recognize and Cultivate High-Potential Individuals by identifying them early in their career journey. Young talents engage in a presentation (akin to an entrepreneur pitching to a venture capitalist) to Senior Leadership, wherein they present innovative ideas capable of catalysing organizational transformation, function enhancements, or addressing prevailing business challenges. This platform underscores their strategic acumen beyond the immediate role requirements. Following a successful pitch, the chosen young talents are promptly announced for promotion, delivering a highly fulfilling experience for this cohort of high potential individuals. These select talents are entrusted with pivotal projects, enhancing their visibility and contributing to organizational progress.

To fortify the capabilities of the shortlisted pool, comprehensive training programs are extended. These programs empower participants not only to effectively present their concepts to leadership but also to develop skills aligned with their identified areas of growth for future career advancement.

Moreover, the Act Up framework was further adapted to tackle critical business challenges, yielding substantial benefits. This adaptation facilitated the identification of areas warranting attention, resulting in significant cost savings amounting to millions through strategic interventions by the teams.

Evolve

As an extension of our unwavering dedication to STL's capacity-building strategy, we run a program called EVOLVE-STL's Signature High Potential Development Program for young emerging leaders. Over the last three years, this intensive six-month initiative has benefitted more than 80 budding leaders. Launched last year, the program is meticulously designed to foster robust future capabilities, establishing a solid foundation for the cultivation, enrichment, and development of our high-potential talent.

The ongoing cohort is currently immersed in a dynamic curriculum comprising Skill Labs, personalized one-on-one coaching sessions, and immersive Business Action learning projects. These endeavors are complemented by direct mentorship from our esteemed senior leadership, ensuring a holistic and enriching developmental experience. Engineered to yield substantial impact, the program's focal point lies in grappling with challenging real-world projects that serve as crucibles for forging the advanced proficiencies and competencies required at the next echelon.

Accelerate

Over the last two years, more than 70 high-potential leaders (operating at the middle management level) have been identified throughout the organization. These individuals have embarked on a transformative learning and developmental path designed to prepare them for elevated responsibilities within the company. The comprehensive six-month program encompasses a dynamic blend of components, including personalized coaching, mentorship from our esteemed ExCo leadership, self-directed learning, hands-on engagement with vital strategic projects crucial to the organization, immersive experiential learning, classroom-based instruction, and an array of other enriching elements. This multifaceted approach ensures a well-rounded and robust learning encounter.

These emerging leaders are strategically integrated into our succession pipeline, while the Accelerate program propels their development through an expedited trajectory. By undertaking substantial strategic projects spanning diverse domains such as revenue generation, technology advancement, operational excellence, and financial management, they gain a unique opportunity to bolster their skills while making tangible contributions to the organization's growth.

Mastering expertise: technical training excellence

The rapid pace of technological advancements and the emergence of novel working processes and methodologies underscore the essential need for continuous upskilling among all our team members. We firmly believe that a skilled workforce is pivotal to our strategic triumph. Our organization operates as a learning-centric entity, seamlessly integrating knowledge enrichment into everyday tasks. The training opportunities we provide contribute to the cultivation of competencies that will remain relevant in the future, thus enhancing employees' capacity to acquire indispensable skills swiftly and adaptively.

Past achievements, future unleashed

Training sessions	Programmes implemented and assistance provided to upgrade employee skills			Transition assistance programmes are provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment
	Name	Type	Scope	
Programme-1	Evolve	High potential development	Aimed at employees at middle-management	Employee high potential development
Programme-2	Accelerate	High potential development	Aimed at senior managers	Employee high potential development
Programme-3	Elevate	Refresher training	Caters to the developmental needs of STL's top leadership	

EHS training hours

- 17,982 ■ FY22
- 24,762 ■ FY23

HR training hours

Number of participants in training*

Senior Management	Middle Management	Junior Management
258 / 233	1,599 / 1,430	1,533 / 1,759

■ FY22 ■ FY23
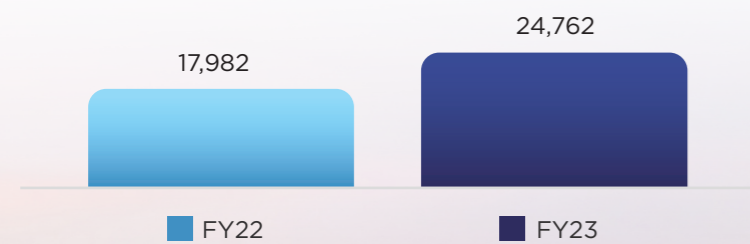
Total cumulative training hours*

Senior Management	Middle Management	Junior Management
2,565 / 3,071	16,478 / 19,414	13,239 / 17,801

■ FY22 ■ FY23

Senior Management: Cumulative training hours per employee*

- FY23: 13.18
- FY22: 9.94
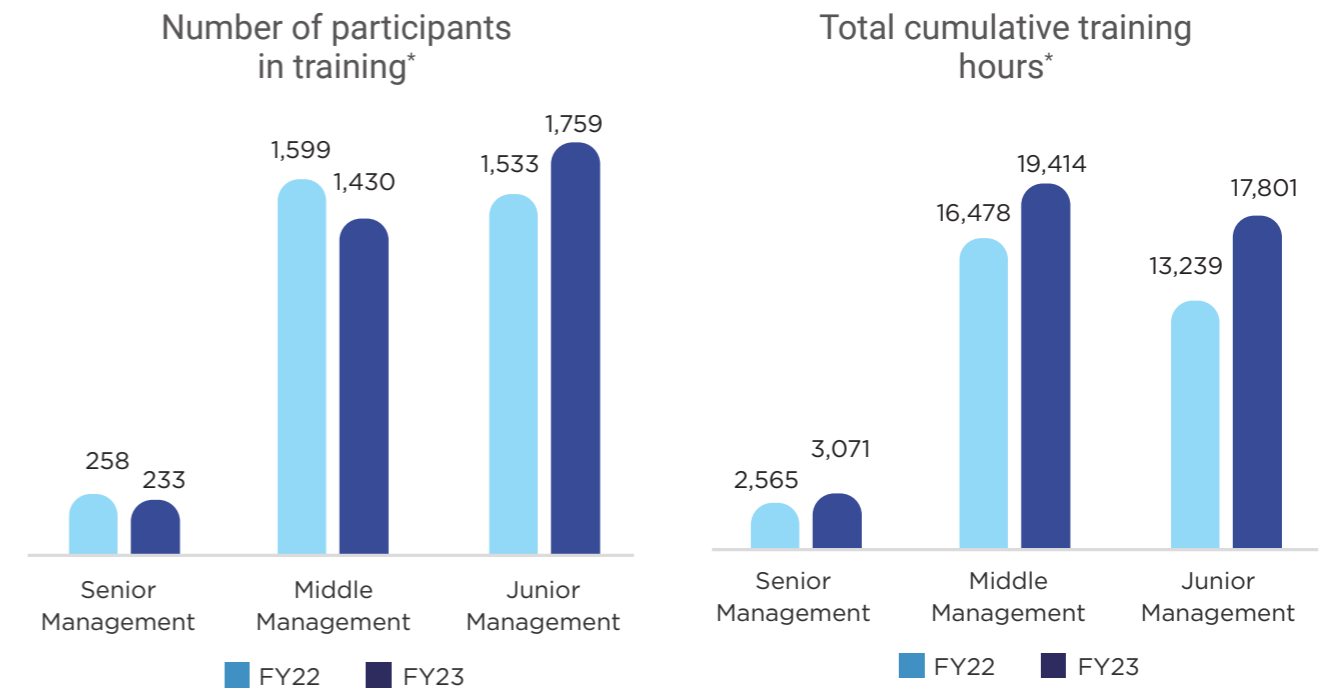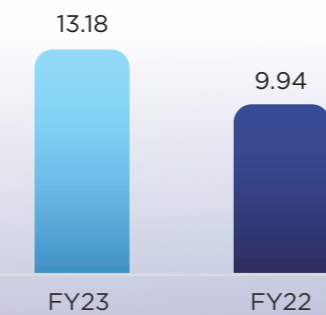
Middle Management: Cumulative training hours per employee*

- FY23: 13.58
- FY22: 10.31

Junior Management: Cumulative training hours per employee*

hours per employee

- FY23: 10.12
- FY22: 8.64
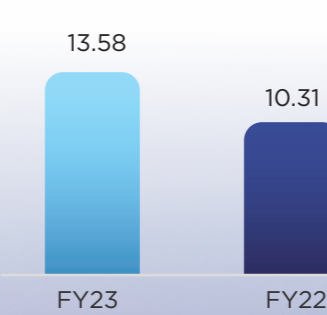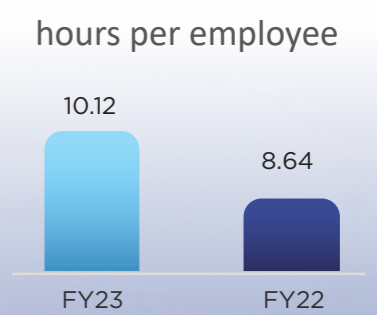
* EHS training hours is not included in graphs above.

Performance and career development reviews of employees

Reviews provide an opportunity to discuss an employee's career aspirations and growth within the company. Our employees understand how their work contributes to our success; therefore, they are more motivated and engaged.

Performance and career development reviews of employees

	FY22	FY23
Female	325	503
Male	2,080	2,428

■ Male ■ Female
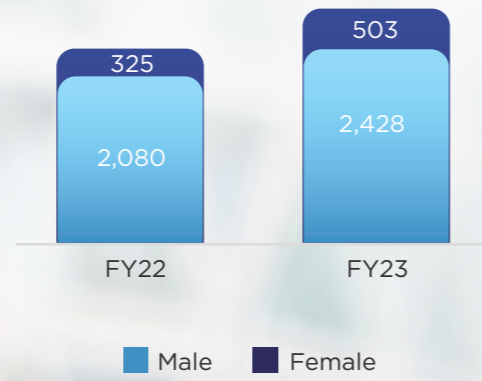
Performance and career development reviews of employees %

We at STL, believe in achievements in all fronts, the organization as well as the employee, these reviews serve as opportunities for managers and employees to have open and constructive conversations about various aspects of the employee's professional journey

Career development reviews for FY22

Male 74%   Female 54%

■ Male ■ Female

Career development reviews for FY23

Male 84%   Female 64%

■ Male ■ Female
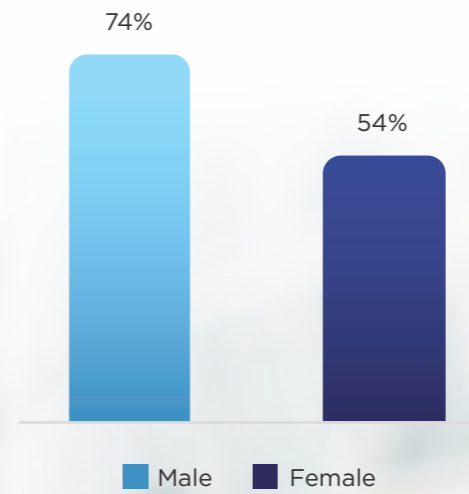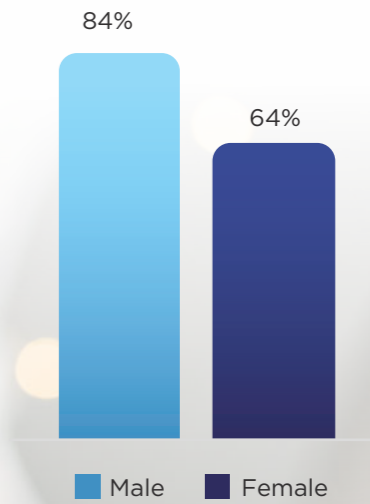
Putting employee well-being and safety first

At STL, the focus on workplace well-being extends across every facet of the work environment, encompassing the quality and security of the physical surroundings, as well as how our staff view their roles, the work ambiance, and their workplace. The emphasis on well-being and safety isn't merely an employee benefit; it stands as a distinctive advantage that enhances our business's competitiveness.

Navigating success: our distinct management approach

Recognizing the essential role personal and professional development plays in the lives of our employees, we strive to provide them with the essential resources to meet their diverse needs. Our comprehensive array of benefits aims to support our teams in leading healthier, more enriching, and more content lives both within and beyond the workplace.

In conjunction with cultivating a positive work environment, ensuring the safety of our employees within their workplace is our paramount concern. We have instituted a series of robust systems and processes to provide our workforce with a secure professional setting, devoid of any risks to their health or well-being.

Our employee well-bring policy

To respect employee's right to freedom of association, participation and access to appropriate grievance redressal mechanism.

To promote the work-like balance of the employees.

To provide a workplace environment that is safe, hygienic, and humane.

To create awareness of these provisions amongst employees

Our commitment to emergency preparedness encompasses three vital facets:

-To begin, our technological infrastructure and stringent compliance measures form a steadfast foundation, ensuring that all procedures adhere to rigorous standards.
-Additionally, our leadership and management systems actively oversee the implementation of these protocols, guaranteeing their effective execution.
-Lastly, we prioritize a continuous state of vigilance through the dissemination of information and the cultivation of safe behaviors, thus fostering a culture of awareness. At STL, we remain unwavering in our dedication to fostering an environment that supports our employees' holistic growth, while simultaneously safeguarding their well-being.

Safeguarding futures: our approach to risk management

We acknowledge that failing to actively adopt a business model centred around our employees will witness a diminishing competitive edge, along with a decline in reputation and operational efficiency. Neglecting the awareness of individual employee needs can impede our capacity to furnish the necessary and valued support for health and well-being.

Moreover, inconsistency in upholding processes, labour safety standards, as well as safety regulations, introduces the risk of disrupting business continuity and operations. Disregarding employee safety protocols can lead to legal and financial consequences. To fulfil the responsibility for employee safety, we conducted comprehensive safety training, regular inspections, and ensure the provision of suitable personal protective equipment (PPE).

Our commitment to employee well-being
Striking a work-life harmony

Our dedication lies in igniting, nurturing, and propelling talent to achieve exceptional performance by fostering a culture of equilibrium between work and life. A range of initiatives, including provisions for maternity and paternity leave, coaching, mentoring, and tailored staffing models for various settings such as offices, manufacturing, and project locations, have been implemented to ensure this balance.

> " At our core, we have always prioritized the creation and nurturing of a positive workplace, where employees can achieve professional excellence while maintaining a wholesome lifestyle. Our leave policy sets a gold standard within the telecom industry. "

In alignment with our transformational journey and in harmony with our fundamental values of simplicity, respect, and empathy, we introduced 'flexi-holidays' – an optional holiday plan. This innovative initiative offers employees seven fixed holidays across India, along with an additional three flexi holidays selected from a predefined list. The 'flexi-holidays' concept serves as a catalyst for promoting improved work-life balance, allowing valuable time with family for celebrating or commemorating festive occasions according to individual preferences.

Health and well-being

We accord paramount importance to safety in all our endeavors. A dedicated safety committee has been established, charged with conducting safety, electrical, and fire audits, risk assessments, safety meetings, and implementing essential measures to detect unsafe conditions and behaviors.

Instances of any hazardous conditions or actions are systematically eliminated using a structured approach, encompassing hazard removal, substitution, engineering controls, administrative measures, and the provision of personal protective gear. Our safety team conducts regular mock drills and imparts ongoing training to our workforce. Compliance with safety standards and regulations is diligently upheld in accordance with local and national laws.

Our facilities adhere to a meticulously organized Occupational Health and Safety management system, meticulously maintained in accordance with the company's protocols and legal obligations. The team's roles and responsibilities are clearly defined, and continuous oversight is maintained through periodic management evaluations.

> " Additionally, our Indian and Italian manufacturing units hold ISO 45001 certification for safety management. "

Prioritizing mental wellness

In an increasingly intricate and rapidly evolving world, safeguarding mental health is becoming progressively imperative.

We actively encourage our staff to utilize counseling services accessible through an online platform. External resources are engaged to seamlessly integrate mental and physical health for a holistic approach. For our colleagues beyond India, we've developed an employee support program tailored to meet the diverse wellness needs of employees and their families worldwide.

Leveraging our technological expertise, we are constructing a network that facilitates connections among employees who share similar interests. Our belief in establishing a digital support network stems from the conviction that it will enable employees to share progress, exchange insights, and seek advice, fostering a culture of transparency, inclusivity, and well-being.

We ardently follow the UN Women Empowerment Principles to ensure the well-being, health, and safety of both female and male employees.

Safety management programmes	
	Inspections and audits
	Emergency response plan
	Fire emergency mitigation systems
	Job safety analysis to overcome risk in non-routine jobs
	Potential emergency scenarios and control measures
	Work permit systems to evaluate risk in non-routine activities
	Fire emergency mitigation systems
	Hazard Identification and Risk assessment (HIRA) and Hazard and operability Study (HAZOP)
	Emergency controls for hydrogen and chlorine leakages

Safety features across our plants
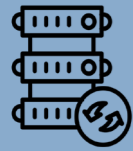
Emergency backup

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

Standard design codes

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

Automatic safety systems

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

Project Abhay: Ensuring a safe environment at manufacturing plants

At STL, we have inculcated a behavior Based Safety culture across all our manufacturing plants. We are committed to creating a culture where employees can come to work bringing their 'whole self' and perform at their best potential safely.

As we advance towards exponential growth, it has become increasingly important to ensure a risk-free and safe work environment at our plants. It is our foremost responsibility to ensure the complete safety of every employee at our plants and achieve ZERO harm. The project 'ABHAY' (meaning 'Fearless') is aiming to transform our safety culture and to keep our people, communities, assets and environment safe, not only at work, but also in their personal lives.

Project Abhay is a Safety Culture Transformation journey set in motion to achieve world-class safety performance in our operations. As a part of this journey, we have successfully completed the first milestone to have STL's own standards for PSM, CSM, IM, SI & HRA. Further we are in the process of developing new standards to meet global benchmarking practices. Now we have implemented our own standards in all manufacturing plants. Initially, we faced a few challenges in adopting new techniques, but now we have built expertise in them. We now have seen a very positive change in culture – our employees are now taking responsibility and accountability for their own and others' safety. Our focus is to adopt these standards for all our operations. We look forward to setting a benchmark in safety practices and making safety a way of life at all our operations.

We offer our workers policies like Quality, Environment, Health, and Safety (QEHS) policies, along with Hazard Identification and Risk Assessment (HIRA) guidelines and standardized operating procedures. These resources serve to heighten worker awareness regarding potential hazards, risks, and the prevention of injuries or health issues while performing their duties. In the event of work-related incidents, thorough investigations are conducted following established accident and investigation procedures

Abhay

The Goal : ZERO Harm

Safety Culture transformation, Performance and Growth

Process Safety Management (PSM)	Contract Safety Management (CSM)	High Risk Activity (HRA)	Safety Interaction (SI)	Incidence Management (IM)
Process Safety is an analytical tool focused on preventing releases of any substance defined as a "highly hazardous chemical"	Integrated process that is used to control risks associated with contractor management	These are non routine activities involving high risks of human injury & damage to property & environment	Safety Interaction is a tool to eliminate unsafe behavior & encourage safe work by direct interaction with people at site.	Incidence management is in time reporting, investigation, CAPA implementation to avoid recurrence of an incidence

Driving Cultural Transformation through Governance of Programs

Abhay's Objective:

- Identify and mitigate key risks related to day-to-day activities to yield tangible safety performance improvements by reducing intolerable risk exposures
- Enhance safety leadership capability to drive effective safety management system implementation and promote a "Safety Culture" in STL Operations / site(s)
- Increase risk awareness and develop adequate competencies from Senior Management down to shop floor to ensure effective implementation and increase discipline in execution
- Achieve a long term sustainability of results by strengthening the safety culture across the organization

Project Abhay: Ensuring a safe environment at manufacturing plants

Developing of STLs own safety standards

Focus on leading indicators helping in reduction of lagging indicators

Safety culture transformation through program ABHAY

35% involvement of employees in safety enforcement through committees

EHS induction program for all new entrants.

Knowlwdge and skill upgradation of employees and contractors

Barrier Health Management (BHM) program to control risks in hazardous activities

Safety is everyone's responsibility

STL WON THE PRESTIGIOUS GOVERNMENT OF MAHARASHTRA AWARD FOR INDUSTRIAL SAFETY & HEALTH – 2023. OUR SHENDRA DRAW PLANT HAS BEEN AWARDED WITH FIRST PRIZE IN 'NARAYAN MEGHAJI LOKHANDE INDUSTRIAL SAFETY & HEALTH AWARD- 2023 BY DIRECTORATE OF INDUSTRIAL SAFETY & HEALTH, MAHARASHTRA.

Hazard Identification and Risk assessment (HIRA)

We undertake a comprehensive approach to identify potential hazards and risks associated with all activities, diligently implementing control measures in accordance with established protocols.

Ensuring the safety of every process entails a requisite risk assessment. In situations involving non-routine or high-risk tasks, the initiation requires a Permit to Work (PTW). Our manufacturing facilities are equipped with well-defined emergency preparedness plans, assuring preparedness for unforeseen contingencies.

> Zero fatalities & work-related injuries in FY23

To inculcate a strong culture of occupational safety, we conduct thorough training and awareness sessions for new hires. Additionally, periodic refresher training programs are arranged to keep all employees well-informed. Hazard identification and risk assessment are integral components of our regular procedures, encompassing routine and non-routine activities. This is upheld through a structured hierarchy of controls, including hazard elimination, substitution, engineering solutions, administrative measures, and the provision of personal protective equipment (PPE), implemented consistently across all our facilities. Certified internal auditors conduct surprise audits and management reviews to uphold the quality of these processes, ensuring their robustness.

Our commitment to safeguarding workers from hazards is demonstrated through the following measures.

Comprehensive training and awareness programs

Provision of appropriate personal protective equipment (PPE)

Implementation of effective engineering controls

Workplace hazard awareness

Training would help them recognize potential risks and take appropriate precautions

Fire safety training

Training includes understanding evacuation routes, assembly points, and the importance of fire drills.

Personal protective equipment (PPE) training

Educating employees on the proper use of personal protective equipment, such as helmets, gloves, safety goggles

Machine and equipment safety

Training workers on how to properly operate and maintain machinery and equipment, emphasizing safety protocols, lockout/tagout procedures, and the importance of using guards

Anti-harassment and anti-discrimination training

Creating a respectful and inclusive workplace by training employees on recognizing, preventing, and reporting harassment and discrimination.

Cybersecurity and data protection training

Educating employees about cybersecurity risks, safe internet practices, and the importance of protecting sensitive company and customer data.

Leadership trainings

Training supervisors and managers on their role in promoting a safe workplace culture, enforcing safety policies, and leading by example

Supervision and corrective measures

For the effectiveness of any occupational health and safety initiative, it is crucial to have a system for reporting and investigating incidents. Recognizing the need for streamlined processes that would eliminate errors in data entry, prevent duplication, and save time otherwise spent scouring multiple spreadsheets across different IT systems, we sought a more efficient solution. To bridge the gap in data inconsistencies, we implemented an incident management IT tool. This tool empowers us to oversee the entire lifecycle of safety incidents comprehensively.

The adoption of this software has not only brought consistency to our data but has also contributed to a more environmentally friendly operation. In the past, employees were required to physically travel to the Environmental, Health, and Safety (EHS) office to report incidents. With the implementation of the tool, they can now conveniently report injuries and accidents directly from their respective plant locations.

Upon reporting an incident, an independent investigation team is promptly dispatched to examine all severe injuries or fatal accidents. This practice ensures a thorough understanding of the root causes, enabling us to implement remedial actions to prevent recurrence. Moreover, the insights gained from these investigations are shared across the organization, promoting a culture of continuous improvement and shared knowledge.

Safety performance dashboard

	FY22	FY23
Lost Time Injury Frequency Rate (LTIFR)*	0.078	0.14
Lost Time Incidents	5	9
No. of fatalities	0	0

*LTIFIR for FY22 and FY23 has been calculated as per 2,00,000-man hours worked for our ONB manufacturing facilities.

Mapping SDGs with our employee well-being practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
8 DECENT WORK AND ECONOMIC GROWTH	8.2: Diversify, innovate, and upgrade for economic productivity	Health and safety measures and performance	LTIFR recorded as 0.078	LTIFR recorded as 0.14
			Lost Time Incidents recorded as 5	Lost Time Incidents recorded as 9

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
	8.8: Protect labour rights and promote safe working environments	Minimise workplace accidents and build a safe workplace	45.6% increase in EHS training hours in FY22 as compared to FY21	37.7% increase in EHS training hours in FY23 as compared to FY22
				Indian manufacturing facilities have been certified with ISO 45001 (safety management)
				Plants in Silvassa and Dadra and Nagar Haveli have been certified with SA8000:2014
				Indian and Italian manufacturing facilities are ISO 14001 certified for Environment Management Systems

Empowering through compensation, recognition, and perks

In our perspective, the administration and evolution of reward and compensation systems encompass the formulation and advancement of protocols and tactics aimed at equitably and uniformly acknowledging employees based on their performance and contributions to the organization. Designing a suitable compensation framework directly contributes to elevated job contentment.

We firmly hold that our company's progress is intricately intertwined with the enthusiasm and commitment demonstrated by our workforce. Hence, we employ an array of Human Resource policies to amplify the general contentment of our employees, thereby ensuring their sustained motivation.

Navigating success: our distinct management approach

Embedding a culture of value and appreciation for our workforce stands as a bedrock for enduring business triumph. Across all dimensions of our operations, STL's foundation remains resolute, professional, and unwaveringly impartial. Our compensation strategy is meticulously crafted to attract and acknowledge talent possessing the precise skill set requisite to navigate the intricacies of our business's specialized landscape.

Our unwavering commitment to equity prevails, as gender does not factor into the equation when it comes to remunerating our employees. We firmly believe that the act of rewarding and recognizing employees not only heightens their engagement but also bolsters retention rates, thereby fostering a more constructive overall work milieu. Consequently, the levels of increment are determined through a comprehensive assessment of an employee's job band eligibility, past and present performance, and industry benchmarks.

To bolster this commitment, we've established a robust Human Resources Management System that unifies employees' objectives, developmental journeys, and performance-related data, streamlining these aspects into a singular platform. Ultimately, our endeavours in this realm are geared towards propelling a culture of excellence.

Safeguarding futures: our approach to risk management

Salary parity concerns can yield a spectrum of repercussions within a workplace. One immediate and salient effect of wage inequality is the erosion of employee trust and morale. Such perceived inequity can deter optimal performance as employees, sensing unfair treatment, may become disengaged. In contrast, equitable compensation nurtures contentment among the workforce, thereby exerting a substantial positive impact on productivity.

Moreover, pay disparity has the potential to fuel heightened rates of employee turnover, consequently resulting in augmented expenditures associated with recruiting and onboarding new personnel. Alongside equitable remuneration, it is of paramount importance for a business to duly recognize employee accomplishments and value their contributions towards organizational advancement. An absence of a robust recognition framework can undermine an employee's dedication, ultimately impacting their performance.

In parallel, well-structured policies play a pivotal role in ensuring uniform adherence to standardized procedures throughout the organization. The lack of such policies elevates the risk of non-compliance with local regulations, potential misconduct, and the unjust treatment of employees.

Rewarding excellence: our compensation framework

Our compensation policies guarantee that pay is determined using established market-relevant criteria along with an individual's skills and expertise. There is no wage inequality between male and female staff members.

Additionally, we introduced an on-demand pay program through an earned wage access platform. This allows employees to access a portion of their earned but unpaid salary before the official payday.

Moreover, we are in accordance with The Employees Provident Fund and Miscellaneous Provisions Act, 1952 (India), the Payment of Gratuity Act, 1972 (India), the Employees State Insurance Act, 1948 (India), as well as Employment Protection Legislation (EU).

Benefits	FY22		FY23	
	% of employees covered	Deducted and deposited with authority	% of employees covered	Deducted and deposited with authority
Provident Fund	100%	yes	100%	yes
Gratuity	100%	yes	100%	yes

Championing excellence: celebrating and honouring outstanding achievements

At the core of our beliefs lies the understanding that those who exceed expectations, both individually and collectively, play an integral role in driving our accomplishments. We place great importance on acknowledging and incentivizing exceptional contributions and conduct across all tiers of our organization. By doing so, we aim to reinforce dedication, amplify motivation, and establish models of excellence for the wider community. We've instituted an innovative initiative for acknowledging and honouring individuals and groups who stand out by surpassing their routine responsibilities.
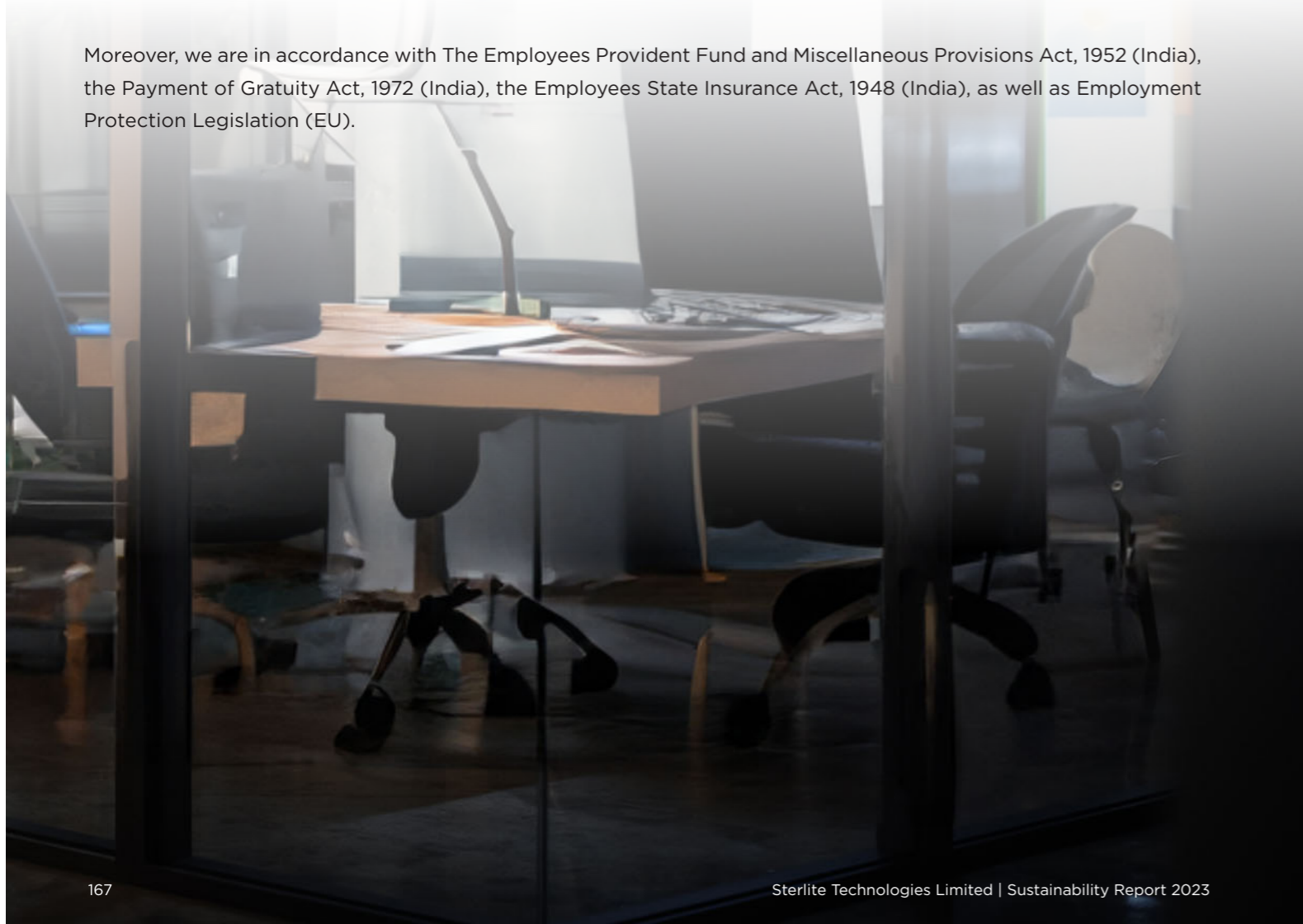
Mapping SDGs with our compensation benefit practices

Goal	SDG Target	Key Indicator	Achieved in FY22	Achieved in FY23
10 REDUCED INEQUALITIES	10.1: Reduce income inequalities	Create a diverse and inclusive workspace	100% of employees covered for Provident Fund and Gratuity	
	10.3: Ensure equal opportunities and end discrimination	Ensure fair pay as per their performance	Incement levels are determined by employee's job prior performance, and industry standards	

Driving Excellence through Ethical Leadership: Our Commitment to Corporate Governance

STL is governed by a system of rules, practices, and processes while serving the goal of shared value creation. Our strong governance practices encompass the relationships between various stakeholders, including shareholders, the board of directors, management, employees, customers, suppliers, and the wider community. The primary objective for us is to ensure transparency, accountability, fairness, and the protection of shareholders' interests while promoting the long-term sustainability and success of the company.

Strategic leadership, collaborative execution: Empowering success through effective management

Our focus is to cultivate a corporate culture that thrives on harmony, transparency, and stakeholder satisfaction while upholding accountability and responsibility. Through this commitment to responsible corporate governance, we have successfully identified opportunities that align with creating shared value.

At every level, we prioritize ethics and transparency, building a strong and sustainable organizational structure. As a global company, we ensure full compliance with local laws and regulations in both our domestic and international operations. Moreover, we proactively go beyond compliance when it benefits the environment and supports global initiatives.

Navigating uncertainty and unlocking opportunities: A proactive approach to risk management

The current global economic landscape is experiencing profound shifts, with the telecom sector undergoing rapid technological advancements. As businesses navigate these changes, they encounter increasingly intricate challenges that demand prompt and targeted solutions. In this context, corporate governance serves as a guiding framework, rooted in values, ethics, and morality, to shape sound business decisions. By promoting good corporate governance, we can effectively address issues like corruption, negligence, fraud, and the absence of accountability. Robust governance practices and diligent board oversight play a pivotal role in driving economic progress, ensuring stability, and safeguarding the security of our company.

Unlocking prosperity through shared ownership

For us, accountability encompasses collective ownership interests and exerts influence over our decision-making processes. It holds a vital role in shaping our strategic direction, corporate governance practices, and ensuring value for our shareholders. Understanding the distribution of ownership, control, and influence within our company is crucial as it impacts various factors including corporate governance, voting rights, dividend policies, and the overall stability and trajectory of the organization.

Shareholding pattern

- 0.10%
- 25.97%
- 1.14%
- 3.72%
- 7.98%
- 54.16%
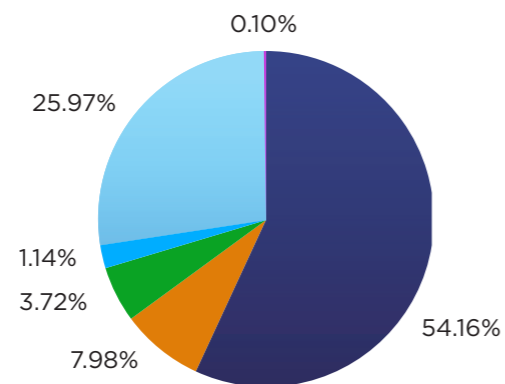
- ■ Individuals and HUFs
- ■ Body corporates and NBFCs registered with RBI
- ■ Promoter Group
- ■ Clearing member
- ■ Banks, Mutual funds, Insurances and trusts
- ■ Others (including IEPF)

Nurturing excellence: Our commitment to sound corporate governance

We have a three-tier governance structure

Corporate governance

| Strategic Supervision | Strategic management | Executive management |

Associated SDG's	GRI	UNWEP	UNEP Principles	UNGC
8 DECENT WORK AND ECONOMIC GROWTH	General disclosures 2021: 2-9,10, 11,12,14,23,25,26 Anti-corruption 2016: 205-2,3	Principle 5: Implement enterprise development, supply chain, and marketing practices that empower women	Universality	Ethics and anti-corruption practices: Principle 10

Strategic supervision

At the summit of our governance structure, the Board of Directors assumes a position of strategic oversight, separate from the operational management of our company. The Board's primary function is to establish strategic objectives and exercise control to ensure the advancement of our company in alignment with stakeholders' aspirations

Strategic management

The Executive Committee consists of STL's senior management and functions under the guidance and directives of the Board.

Executive management

The role of the Management Committee is to implement and achieve the goals set forth by the Board and the Executive Committee.

Our Board of Directors

" Our company's Board comprises directors from diverse backgrounds. Each of them has substantial experience and provides strategic guidance to the executive management as required. "

Anil Agarwal
Non- Executive Chairman

Sandip Das
Non- Executive and Independent Director

Pravin Agarwal
Vice Chairman and Whole Time Director

Kumud Srinivasan
Non- Executive and Independent Director

B.J. Arun
Non-Executive and Independent Director

S. Madhavan
Non-Executive and Independent Director

Ankit Agarwal
Managing Director

Skill sets and Description	Guidance	Supervision and formulation of long-term objectives	Monitoring and control of day-to-day activities
Anil Agarwal	✓	✓	✓
Pravin Agarwal	✓	✓	✓
Ankit Agarwal	✓	✓	✓
Kumud Srinivisan	✓	✓	✓
Sandip Das	✓	✓	✓
S. Madhavan	✓	✓	✓
B.J. Arun	✓	✓	✓

The skills and attributes of the board can be broadly categorized as follows:

Governance skills

In compliance with the Companies Act, 2016, the Board of Directors currently govern our Company, comprising two full-time directors and five non-executive directors, including one independent woman director. Our company's Board consists of directors with diverse backgrounds and extensive experience, offering appropriate guidance to the executive management when needed.

As of March 31, 2023, the Board of Directors ("the Board") included two whole-time directors and five non-executive directors, including one independent woman director. Mr. Anil Agarwal serves as the Non-Executive Chairman, and Mr. Pravin Agarwal is the Vice Chairman of the Board. There is no institutional nominee directors on the Board. The Board composition complies with the requirements of Regulation 17 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which mandates that at least half of the Board should be Independent. Detailed profiles of the Directors can be found at on our website.

Skill sets and Description	Economic expertise	Identification and mitigation of risks	Industry experience and expertise	Diversity in geography, gender, and culture	Technical expertise	Stakeholder involvement
Anil Agarwal	✓	✓	✓		✓	✓
Pravin Agarwal	✓	✓	✓			✓
Ankit Agarwal	✓	✓	✓		✓	✓
Kumud Srinivisan	✓	✓	✓	✓	✓	✓
Sandip Das	✓	✓	✓		✓	✓
S. Madhavan	✓	✓				✓
B.J.Arun	✓	✓		✓	✓	✓

All directors have made the necessary disclosures regarding their directorships and committee positions in other companies. None of the directors serves as a member of more than ten committees or as Chairman of more than five committees (including the Audit Committee and Stakeholders' Relationship Committee) across all companies where they hold directorship. Our company's Independent Directors have not served as directors in more than seven listed companies. The appointment of full-time directors, including their tenure and remuneration, is also approved by the Board.

Mr. Pravin Agarwal and Mr. Ankit Agarwal, full-time Directors of our company, are not appointed as Independent Directors in any listed company. It is worth noting that Mr. Anil Agarwal and Mr. Pravin Agarwal are brothers, and Mr. Ankit Agarwal is the son of Mr. Pravin Agarwal.
All Independent Directors have confirmed that they meet the criteria for "independence" as specified under the listing regulations. According to the Board's assessment, all Independent Directors fulfill the conditions outlined in the listing regulations and maintain independence from management.

Strength through diversity: Our board's diverse perspectives drive excellence

We firmly believe that the Board's strength and accomplishments stem from the diverse backgrounds, skill sets, and expertise of each Director, as well as their unwavering dedication and collaborative teamwork in fulfilling their responsibilities.

Our focus is on selecting candidates who possess leadership qualities, expertise, and a strong commitment to representing the interests of all our stakeholders. We prioritize maintaining a Board with a broad range of experiences, irrespective of nationalities, while upholding gender balance and ensuring that all Directors are deeply committed to our company's core values.

Unleashing collective wisdom: Board meetings where strategy and vision converge

During FY23, a total of eight meetings of the Board of Directors took place. The time gap between any two consecutive meetings did not exceed 120 days. To ensure seamless participation, video/teleconferencing facilities were provided for Directors in these meetings. All necessary information, as required by Part A of Schedule II to the Listing Regulations, was diligently presented before the Board at appropriate intervals. The Board also reviewed declarations made by the Audit Committee.

April 27, 2022   **July 29, 2022**   **December 6, 2022**   **February 23, 2023**

July 25, 2022   **November 3, 2022**   **January 31, 2023**
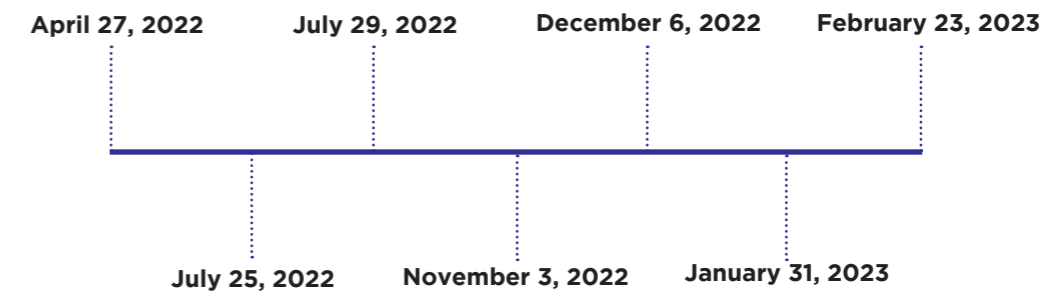
Synergizing expertise: Board-level committees driving excellence and accountability

Audit Committees

The Board's Audit Committee operates under a charter that aligns with Regulation 18 of the Listing Regulations, and Section 177 of the Act. Additionally, the committee adheres to other terms as referred to by the Board of Directors. The primary focus of the Audit Committee is to fulfill responsibilities related to the accounting and reporting of financial practices we and our subsidiaries adopt. This includes monitoring internal financial control systems, overseeing accounting activities, and conducting audits.

The Audit Committee is composed of three Independent Directors and one Executive Director. The committee Chairman is an Independent Director who is a Chartered Accountant and possesses expertise in accounting and finance. The other members of the committee also have strong financial knowledge. The committee requires a quorum of two members or one-third of its members, whichever is higher, with at least two Independent Directors present.

The Chairman of the Audit Committee attended our most recent Annual General Meeting (AGM). Throughout FY23, the Audit Committee convened for a total of eight meetings.

Name	Category	No. of meetings attended
S. Madhavan	Non-Executive and Independent Director	08
Kumud Srinivasan	Non-Executive and Independent Director	08
Sandip Das	Non-Executive and Independent Director	08
Pravin Agarwal	Vice Chairman and Whole-time Director	08

The Audit Committee meetings typically include the presence of Executive Directors, the Chief Financial Officer (CFO), and statutory and internal auditors' representatives. Business CEOs and functional heads are also invited to the meetings when necessary. The Company Secretary serves as the Secretary to the Audit Committee, facilitating its operations. To maintain independence, the internal audit function reports directly to the Audit Committee.

Empowering communities, sustaining futures: Our CSR commitment

The main objective of the Sustainability and Corporate Social Responsibility Committee is to support us in fulfilling our social responsibilities. This Policy has been formulated pursuant to Section 135 of the Companies Act 2013, it diligently oversees the implementation of the Corporate Social Responsibility (CSR) policy and monitors our sustainability initiatives. The composition and responsibilities of the committee align with the requirements of the Act and the relevant Rules.

Composition and meetings

Name	Category	No. of meetings attended
B. J. Arun, Chairman	Non-Executive and Independent Director	02
Pravin Agarwal	Vice Chairman and Whole-time Director	02
Ankit Agarwal	Managing Director	02
Sandip Das	Non-Executive and Independent Director	02

The primary responsibilities of the committee include formulating and recommending the Corporate Social Responsibility (CSR) policy to the Board, indicating the specific activities to be undertaken as per Schedule VII. It also recommends the allocation of expenditures for CSR activities based on the policy. The committee monitors the implementation of the CSR policy on an ongoing basis. Additionally, it oversees the execution of sustainability initiatives.

The committee is responsible for formulating and recommending policies, principles, and practices that promote sustainable growth, considering public sentiment and government regulations. It supports management in setting strategies, establishing goals, and integrating sustainability into daily business activities. The committee reviews and advises the Board on sustainability reporting and targets.

Furthermore, the committee reviews management's risk assessment and management policies and procedures regarding sustainability impacts. It conducts an annual review of this charter to ensure adequacy and may propose changes for Board approval. The committee confirms its compliance with the charter to the Board on an annual basis.

-Developing and recommending a Corporate Social Responsibility policy (CSR policy) to the Board, outlining the specific activities to be undertaken as specified in Schedule VE.

-Advising on the appropriate expenditure to be incurred on the prescribed CSR activities.

-Periodically monitoring and evaluating the CSR policy.

-Overseeing the implementation of related activities.

-Formulating and recommending to the Board, policies, principles, and practices that foster the sustainable growth of the company and respond to evolving societal and governmental expectations.

-Aligning business strategies, establishing goals, and integrating sustainability into our day-to-day operations.

-Reviewing and advising on sustainability reporting and sustainability targets. Reviewing our risk assessment and management policies and procedures concerning sustainability impacts.

-Conducting an annual review of this charter's adequacy and recommending any proposed changes to the Governance Committee.

-Reporting to the Board annually on the committee's compliance with the charter.

Name	Category	No. of meetings attended
B. J. Arun, Chairman	Non-Executive and Independent Director	02
Pravin Agarwal	Vice Chairman and Whole-time Director	02
Ankit Agarwal	Managing Director	02
Sandip Das	Non-Executive and Independent Director	02

Encouraging excellence: Nurturing leadership and rewarding talent through effective nomination and remuneration

The authority, responsibilities, and scope of the Nomination and Remuneration Committee encompass the areas specified in Regulation 19 of the Listing Regulations and Section 178 of the Act, in addition to other directives provided by the Board.

The key areas of focus for the Nomination and Remuneration Committee include:
-Formulating criteria to determine the qualifications, positive attributes, and independence of directors.
-Identifying individuals who meet the qualifications to serve as directors or hold senior management positions and recommending their appointment or removal to the Board.
-Developing evaluation criteria for conducting annual assessments of individual directors, the Board, its committees, and the Chairperson.
-Reviewing the tenure of Independent Directors based on the results of the annual performance evaluation.
The committee is also responsible for:
-Crafting a policy to promote diversity within the Board.
-Recommending to the Board a policy regarding the remuneration of directors, key managerial personnel, and other employees. Conducting an annual review of comparator companies for benchmarking purposes.
-Recommending all forms of remuneration payable to senior management, including members of management below the CEO, the company secretary, and the chief financial officer.
-Providing approval and oversight of Employee Stock Option scheme(s).
-Overseeing leadership development, rewards and recognition programs, talent management, and succession planning for CXO-level positions.
-Conducting an annual review of the charter's adequacy and proposing any necessary changes for Board approval.
-Annually confirming the Nomination and Remuneration Committee's compliance with its charter to the Board.

The committee comprises five members, with four being Non-Executive Independent Directors and one being a Non-Independent Director. Mr. Sandip Das serves as the Chairman of the committee. The Company Secretary acts as the Secretary to the Nomination and Remuneration Committee.

Name	Category	No. of meetings attended
Sandip Das, Chairman	Non-Executive and Independent Director	06
S. Madhavan	Non-Executive and Independent Director	06
B.J. Arun	Non-Executive and Independent Director	06
Kumud Srinivasan	Non-Executive and Independent Director	06
Anil Agrawal	Non-Executive Director	06

Nurturing connections: Building trust and engagement through the Stakeholders' Relationship Committee

The Stakeholders' Relationship Committee is vested with powers, responsibilities, and terms of reference as outlined in Regulation 20 of the Listing Regulations, Part D of the Schedule, Section 178 of the Act, and additional terms referred to by the Board. The committee's terms of reference include:

-Resolving grievances and addressing complaints from stakeholders related to share transfers, receipt of Annual Reports, non-receipt of declared dividends, issuance of duplicate certificates, general meetings, and more.
-Reviewing measures to facilitate shareholders in exercising voting rights effectively.
-Evaluating adherence to service standards provided by the Registrar and Share Transfer Agent.
-Assessing initiatives undertaken to minimize the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants, Annual Reports, and statutory notices by shareholders.
-Monitoring measures implemented by management for the dematerialization of shares.
-Overseeing compliance with statutory requirements pertaining to securities, including dividend payments and transfers of unclaimed amounts to the Investor Education and Protection Fund.
-Reviewing movements in the shareholding and ownership structures of the company.
-Supervising the Investor Relations function.
-Proposing and monitoring the implementation of various investor-friendly initiatives.
-Conducting an annual review of the committee's charter and recommending any necessary changes to the Board for approval.
-Annually confirming compliance with the committee's charter to the Board.
The Company received 596 complaints for various matters like non-receipt of share certificates, non-issue of duplicate certificates, rejection of demat requests, non-receipt of Annual Reports, etc.

The Stakeholders' Relationship Committee ensures the resolution of stakeholders' grievances, striving to provide satisfaction to investors. Mr. Amit Deshpande, the Company Secretary, serves as the Compliance Officer. The composition of the committee as of March 31, 2023, and the attendance at meetings are as follows:

Name	Category	No. of meetings attended
Kumud Srinivasan, Chairman	Non-Executive and Independent Director	04
S. Madhavan	Non-Executive and Independent Director	04
B.J. Arun	Non-Executive and Independent Director	04
Anil Agrawal	Non-Executive Director	04

Navigating uncertainties with the Risk Management Committee: Safeguarding resilience and value creation

The powers, role, and scope of the Risk Management Committee encompass the areas specified in Regulation 21 of the Listing Regulations, in addition to other terms determined by the Board. The terms of reference for the Risk Management Committee include:

Developing a comprehensive Risk Management policy (RM policy) , which includes:

a. A framework for identifying internal and external risks specific to our areas of operations, encompassing financial, operational, sustainability (particularly ESG-related risk information), cyber security risks, and any other determined risks.

b. Measures for mitigating risks, including the establishment of systems and processes for internal control.

- Supervising the implementation of the RM policy and assessing the adequacy of risk management systems and capabilities at STL. This includes overseeing processes for escalating risks, crisis preparedness, and recovery plans.
- Reviewing the RM policy at least once every two years, taking into account changing industry dynamics and evolving complexities.
- Ensuring the existence of appropriate methodologies, processes, and systems to monitor and evaluate business-related risks.
- Evaluating significant risk exposures and assessing management's actions in mitigating these exposures promptly.
- Advising the Board on acceptable levels of risk tolerance and developing a strategy appropriate to the scale of our business, the nature of our business, and the complexity and geographic scope of our operations.
- Providing periodic reports on discussions, recommendations, and proposed actions.
- Reviewing the appointment, removal, and remuneration terms of the Chief Risk Officer, if applicable. The committee may also gather information from employees, seek external legal or professional advice, and invite experts with relevant expertise, if needed.
- Coordinating activities with the Audit Committee to ensure harmonized functioning between the two committees.
- Annually reviewing and assessing the adequacy of the charter and recommending any necessary changes to the Board for approval.
- Annually confirming the committee's compliance with its charter to the Board.

Name	Category	No. of meetings attended
Kumud Srinivasan, Chairman	Non-Executive and Independent Director	03
Sandip Das	Non-Executive and Independent Director	03
Mihir Modi	Non-Executive and Independent Director	01
Ankit Agarwal	Managing Director	03
Tushar Shroff	Chief Financial Officer	01

*Mr. Mihir Modi ceased to be a CFO and also as member w.e.f. October 14, 2022
**Mr. Tushar Shroff was appointed as a CFO and a member of the committee w.e.f. December 06, 2022

Other committees

The Board has established the Authorization and Allotment Committee to support its functions. This committee operates within the framework of authorities delegated by the Board of Directors.

Integrity in action: Upholding ethics and ensuring compliance

Strategic leadership: Navigating success through effective management

We firmly believe in the intrinsic connection between moral and economic values and advocate for businesses to consistently adhere to universally recognized standards of conduct. Our unwavering commitment is to implement and maintain the highest ethical and business practices across all our global operations. However, achieving this objective is only possible with the cooperation and support of our stakeholders and employees.

Both our company and its subsidiaries operate under a comprehensive code of business conduct and ethics, known as the Code. This Code establishes the guiding principles that align with our company's vision. It serves as a practical resource, providing guidance for everyday behavior and ensuring the prevention of irresponsible or unlawful actions by individuals acting on our behalf.

Gifts

Exchanging gifts with business partners, customers, and authorities is considered unacceptable. We believe it may imply influence or the potential to influence in favor of our company or an employee, compromising objectivity in decision-making.

Entertainment

We acknowledge the following as legitimate and essential aspects of conducting business:
Genuine hospitality
Promotional events or other business expenses aimed at enhancing our corporate image or brand
Showcasing products and services
Fostering positive relationships

CSR

We go the extra mile to contribute to the progress of our communities in a sustainable and enduring manner. Our CSR efforts reinforce our sustainability initiatives, and where beneficial to overall progress and environmental conservation, we even go beyond compliance requirements. This approach has helped us not only create value for our customers and communities, but for our business as well.

Partner code of conduct

| Zero tolerance on retaliation | Maintain ongoing training and awareness programs for employees regarding ethical issue management | Reporting violations |

Data Protection
All employees are accountable for adhering to data privacy laws relevant to the countries in which we operate

Prevention of sexual harassment

Whistle-blower mechanism

Prohibition of insider trading
We have established an 'STL Insider Trading Code' in accordance with SEBI Regulations, which serves to regulate, monitor and reporting trading in STL's securities

Employee code of conduct

Regardless of their location or role within the organization, all our employees are expected to uphold the Code, which fosters a shared approach to conducting business with honesty, ethics, transparency, and compliance with all relevant laws and regulations.

We maintain strict compliance with various laws and regulations that pertain to our company. We have fulfilled all requirements set forth by Stock Exchanges, SEBI (Securities and Exchange Board of India), and other regulatory authorities concerning capital markets. No penalties or sanctions have been imposed on us by any regulatory bodies or stock exchanges.

Furthermore, we are proud to report that no stakeholder has filed any cases against us regarding unfair trade practices, irresponsible advertising, or anti-competitive behavior over the past five years. This exemplifies our commitment to conducting business with integrity and fostering positive relationships with all stakeholders.

Enforce a "zero tolerance" approach to ensure strict compliance with both local and international laws and ethical standards

Consistently oversee and verify the existence of accessible systems to facilitate colleagues or others in reporting potential violations

All employees are expected

Facilitate ongoing training and promote awareness regarding ethical matters, along with providing prompt advice and guidance

Building transparency and empowering change:
Our whistle-blower mechanism and anti-corruption initiatives

ZERO cases of corruption recorded in FY23

Corruption severely impedes global economic and social growth, hindering a company's ability to thrive, increasing expenses, and posing significant legal and reputational risks. It also raises transaction costs, undermines fair competition, obstructs long-term investments, and distorts development objectives.

To ensure the smooth and ethical functioning of our business, we have implemented proactive measures to address corruption.

> An annual assessment and acceptance of a code of conduct by all employees that aligns with both Indian law and the **UK Bribery Act (UKBA)**

The UKBA prohibits companies and their affiliates from offering or providing financial or other advantages to influence improper functions or activities or to sway foreign public officials while conducting business.

Any violation of these rules or other company policies by individuals covered under the code will be met with appropriate action at the discretion of the company. Disciplinary measures may include the immediate termination of employment or the termination of a business partnership. If we incur losses, we may seek restitution from the involved individuals or entities.

Whistle-blower mechanism

It plays a crucial role in both business and government. Having a whistle-blower policy is essential as it allows stakeholders to voice concerns about suspected criminal or unethical behavior without fearing any negative consequences.

Our whistle-blower policy ensures that employees can raise concerns about malpractice, impropriety, abuse, or misconduct at an early stage without facing persecution, discrimination, or disadvantage. The policy extends to external stakeholders such as vendors, customers, and others.

Our Whistle-Blower Policy

Any willful misrepresentation that could harm the interests of investors, such as securities fraud, mail or wire fraud, bank fraud, or making fraudulent statements to the Securities and Exchange Board of India (SEBI)

Any other occurrence that could negatively impact the interests of the business.

Any breaches of rules and regulations concerning accounting, internal controls, and auditing matters

Any violation of our ethical business practices, as outlined in the Code of Business Conduct and Ethics

Deliberate errors or fraudulent activities in the preparation, review, or audit of any financial statements

The status for whistle-blower for FY23

No. of pending as on April 1, 2022	0
No. of complaints filed during financial year	NIL
No. of complaints pending as on March 31,2023	0
No. of complainats filed during financial year	NIL

Employees who raise genuine concerns under this policy will be protected from job loss or retribution. We prioritize the confidentiality and anonymity of complainants and conduct thorough reviews.

All complaints received under this policy are forwarded to the Director - Management Assurance, who operates independently from the management and business units. If a complaint is received by any other executive, it is required to be forwarded to the Group Head - Management Assurance.

Complaints can be filed through a web-based portal, a specific email address, or a toll-free number, as indicated below:

> Web based portal: www.vedanta.ethicspoint.com
>
> Toll free number: 0008001001681
>
> Email: stl.whistleblower@stl.tech
>
> Mailing address: Group Head- Management Assurance, Vedanta, 75 Nehru Road, Vile Parle (E), Mumbai 400 099
>
> Tel no. +91 22-6646 1000
>
> Fax No. +91 22-6646 1450

Ensuring fairness and transparency: Upholding the prohibition of insider trading

We have adopted a Code of Conduct for regulating, monitoring, and reporting of trading in STL's securities('the Code') as per the SEBI (Prohibition of Insider Trading) Regulations, 2015, with a view to regulating trading in securities by the directors and designated employees. Under the Code, we have constituted the Insider Trading Monitoring Committee for the overall administration of the Code. The Code requires pre-clearance for dealing in STL's shares and prohibits the purchase or sale of such securities by the directors and the designated employees while in possession of unpublished price-sensitive Information in relation to our business and during the period when the trading window is closed.

Creating a safe and respectful workplace: Prevention of sexual harassment (POSH)

Every organization strives for efficient operations and a harmonious environment among its employees. In addition to managing the core business, it is crucial to educate workers and stakeholders about acceptable behavior in the workplace. Work-related sexual harassment has become a significant concern for businesses today. Implementing a prevention of sexual harassment (POSH) policy in accordance with the POSH Act of 2013 (India) is essential. Compliance with this policy not only fulfils legal obligations but also helps prevent instances of sexual harassment in the workplace. Regular annual training sessions are conducted to ensure that employees are well-informed about the various aspects covered under the POSH policy and are aware of the appropriate channels to address concerns.

STL firmly opposes sexual harassment, recognizing that it is prohibited by law under "The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013"

Any act of sexual harassment, as defined by the Act and this policy, will be met with stringent disciplinary action

A zero-tolerance approach is taken towards sexual harassment, valuing and protecting the dignity and self-respect of each employee

STL is determined to provide every employee with a fair and unbiased hearing on workplace issues, with special attention to matters related to sexual harassment

To oversee all complaints related to sexual harassment, we have established a Prevention of Sexual Harassment Committee (PSHC). The committee is led by a female employee and includes an external member who is knowledgeable about such social issues. This ensures independence and avoids any undue influence from senior management. Any employee who believes that the actions or words of a supervisor, manager, co-worker, contractor, service provider, client, or customer constitute unwanted harassment can file a complaint with the PSHC. Upon receiving a complaint, the committee will promptly and discreetly investigate the matter in a fair manner.

Complaints can be submitted to the PSHC via various methods, including email, telephone, fax, or any other designated channels.

Sexual Harassment cases

No. of complaints filled during FY 23	1
No. of complaints pending as of end of FY22	0

Our Fair Disclosure Code. As per **Regulation 8** of the **SEBI (Prohibition of Insider Trading) Regulations**, 2015, all listed companies are mandated to develop a **Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI)**. Accordingly, we have formulated a Fair Disclosure Code, aiming to establish guidelines for the fair disclosure of UPSI to be strictly adhered to by the Board of Directors.

Mapping SDGs with our ethical management practices

SDG Goals	SDG Target	Key Indicators	Achieved in FY22 and FY23
8 DECENT WORK AND ECONOMIC GROWTH	8.1: Sustainable economic growth	• Implementation of policies to promote a decent work environment, protect labour rights, and a safe working environment • Good corporate governance practices as a key to sustainable development	• Perceived good corporate governance practices as key to sustainable corporate growth and long-term stakeholder value creation • Adhering to best ethical and business practices is one of our commitments
	8.2: Diversify, innovate, and upgrade for economic productivity	Board diversity and inclusion	Board comprises directors from diverse backgrounds regardless of nationality and gender

SDG Goals	SDG Target	Key Indicators	Achieved in FY22 and FY23
	8.3: Promote policies to support job creation and growing enterprises	• Accountability and responsibility • Ensuring the best ethical and business practices	• We have defined standard operating procedures for all processes for cascading accountability and responsibility throughout the organization. • Through our code of business conduct and ethics, we promote policies that ensure continuous growth of the organization
	8.6: Promote youth employment, education and training	Raise awareness on ethical issues	Annual trainings on POSH and the Code for employees to spread awareness on ethical issues among all stakeholders
	8.8: Protect labour rights and promote safe working environments	Implementation of policies to promote a decent work environment, protect labour rights, and a safe working environment	• Zero cases of anti-corruption

Data Privacy and Cyber Security

Associated SDG's	GRI	SASB
16 PEACE AND JUSTICE	Customer privacy 2016 418-1	TC-TL-220a.1

Innovative leadership: Forging the path to success

In today's business landscape, technology plays a crucial role. It connects various aspects of operations, from individual employees' work to the manufacturing of goods and services. To ensure the smooth functioning of our IT infrastructure, we recognize the need for flexibility, reliability, and security.

To achieve this, we have developed a comprehensive cyber defense strategy to monitor and mitigate potential cyber risks that could pose a threat to our business. This multi-year effort focuses on building cyber resilience and capacity. Our program addresses cyber security through risk identification, assessment, response, and recovery, encompassing people, tools, technology, and

procedures. We also prioritize creating awareness across the organization. This includes minimizing risks such as malware and other cyber threats that could lead to reputational losses, business interruptions, data privacy breaches, and IT system unavailability. We acknowledge the growing risk of successful cyber-attacks or data breaches due to poorly configured cloud services and increasingly sophisticated cyber criminals.

To safeguard against cyber security risks, we regularly conduct risk assessment exercises and implement mitigation measures. Adopting a defense-in-depth approach, we deploy layered security controls as part of our information security program at STL.

Various information security tools and solutions are implemented across different layers, including network security (firewalls, UTM and network security appliances), email threat protection, endpoint security (EDR), data security (data loss prevention), cloud access security brokers, and mobile device management.

Our dedicated security operation center continuously monitors these tools and technologies 24x7 to ensure a proactive defense against cyber threats.

Safeguarding tomorrow, today:
Expert risk management solutions

With the increasing adoption of cutting-edge technologies such as **Artificial Intelligence (AI), the Internet of Things (IoT), and Big Data,** we face a rising tide of cyber security threats. Global connectivity and reliance on cloud services for storing sensitive data and personal information have heightened both inherent and residual risks. To address these challenges, we employ a comprehensive approach, harnessing the power of people, processes, and technology.

Cybersecurity incidents encompass various threats, such as data theft, ransomware (leading to monetary or reputational losses), business interruptions caused by malware, phishing attacks, data privacy breaches, and the potential unavailability of IT systems. The proliferation of inadequately configured cloud services and the growing sophistication of cybercriminals are amplifying the risks of successful cyberattacks and data breaches.

> " Information security tools and solutions are implemented across different layers, including network security with firewalls and Unified Threat Management (UTM) appliances; email threat protection, endpoint security with Endpoint Detection and Response (EDR); data security with Data Loss Prevention (DLP) measures; cloud access security brokers; and mobile device management. These tools and technologies are constantly monitored by a dedicated security operation center, ensuring continuous protection and vigilance. "

Empowering protection:
Our commitment to safeguarding data

We have fostered a culture of promoting cybersecurity awareness throughout our organization. This is achieved primarily through our comprehensive training modules, engaging videos, informative reading materials, and distributed white papers. To gauge employee awareness, we conduct quizzes and simulation exercises, ensuring a thorough understanding of cyber security practices.

Videos and reading material	STL information security training module
We publish informative white papers that delve deeper into specific cyber threats pertinent to our organization. By employing multiple educational resources, we strive to ensure a well-informed and vigilant workforce capable of upholding the highest standards of cybersecurity.	This comprehensive training covers a range of topics, including best practices, prohibited actions, acceptable conduct, and the potential risks associated with cyber threats. The primary goal is to equip every employee with the knowledge and skills to safeguard themselves and the company from potential security breaches.

We have established a valuable partnership with EdX, our E-learning collaborator, to assist STL employees in enhancing their skill sets and diversifying their knowledge base. Through this collaboration, our team members can access a rich selection of courses offered by prestigious institutions, including Ivy League Colleges such as Harvard University and the University of British Columbia, among others.

ISO 27001

ISO 27001 is not specifically for cybersecurity, but it is closely related to information security, which includes cybersecurity as a significant component. ISO 27001 is an international standard that focuses on establishing, implementing, maintaining, and continually improving an **information security management system (ISMS)** within an organization.

By adhering to the ISO 27001 standard, organizations can identify and manage risks related to information security, including cyber security risks. It helps them establish effective controls and measures to prevent, detect, and respond to cyber incidents, ensuring that data and systems remain secure and resilient against cyberattacks.

In summary, while ISO 27001 is not exclusively focused on cyber security, it provides a comprehensive framework for organizations to manage and enhance their overall information security, which includes robust measures to address cyber security threats and vulnerabilities.

Our approach to deal with them
Safeguarding systems, networks, and data from cyber threats, such as hacking, malware, and other malicious activities

Our Approach to deal with them
ISMS addresses information security, encompassing people, processes, and technology to protect the confidentiality, integrity, and availability of information

By adhering to the ISO 27001 standard, organizations can identify and manage risks related to information security, including cyber security risks. It helps them establish effective controls and measures to prevent, detect, and respond to cyber incidents, ensuring that data and systems remain secure and resilient against cyberattacks.

In summary, while ISO 27001 is not exclusively focused on cyber security, it provides a comprehensive framework for organizations to manage and enhance their overall information security, which includes robust measures to address cyber security threats and vulnerabilities.

Data Privacy

Data privacy has become of utmost importance in this interconnected digital era, and we place a significant emphasis on safeguarding our customers' privacy. We maintain stringent privacy protocols to ensure the confidentiality of both client and employee data remains at the core of our operations. Each team member bears the responsibility of complying with data privacy regulations specific to the countries in which we conduct business. To guarantee adherence, all employees are thoroughly acquainted with our privacy and security policies.

In line with our commitment to data security, we have implemented the internationally recognized ISO 27001:2013 standard for information security management systems, and our compliance with this standard has been certified.

Our data privacy policy can be accessed on our official website. This policy serves as a testament to our dedication to protecting the privacy and confidentiality of all data entrusted to us.

Mapping SDGs with our data management practices

SDG Goals	SDG Target	Key Indicators	Achieved in FY22 and FY23
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.6: Develop effective, accountable, and transparent institutions	Strengthen IT infrastructure through our robust data privacy policy	Through our data privacy policy, we have been able to build an effective and accountable organization
	16.B: Promote and enforce non-discriminatory laws and policies		
	16.10: Ensure public access to information and protect fundamental freedoms	Promote data privacy through awareness programmes	Through our training module on STL information security and other video and reading materials, we have established a robust system to protect data privacy

Annexure
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UNEP Principles

UNEP principles	DISCLOSURE	PAGE NO.
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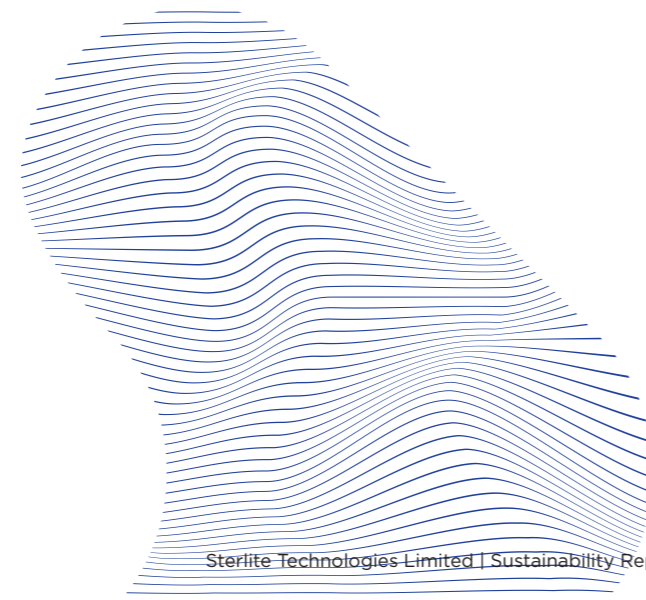
SDG Mapping

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	PAGE NO.
GOAL 1: No poverty	Live and prosper sustainably	Target 1.1 Eradicate extreme poverty	128
		Target 1.2 Reduce poverty by at least 50%	92, 121
		Target 1.5: Build resilience to environmental, economic and social disasters	108
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		Target 2.4: Sustainable food production and resilient agricultural practices	108
GOAL 3: Good health and wellbeing	Reduce pollution and waste	Target 3.3: Fight communicable diseases	99
		Target 3.4: Reduce mortality from non-communicable diseases and promote mental health	128
		Target 3.8: Achieve universal health coverage	100, 129
GOAL 4: Quality education	Govern the environment	Target 4.2: Equal access to quality pre-primary education	92, 121
		Target 4.3: Equal access to affordable technical, vocational and higher education	92
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SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	PAGE NO.
		Target 4.A: Build and upgrade inclusive and safe schools	121
		Target 4.C: Increase the supply of qualified teachers in developing countries	121
GOAL 5: Gender equality	Govern the environment	Target 5.1: End discrimination against women and girls	92, 128, 134
		Target 5.5: Ensure full participation in leadership and decision-making	143
		Target 5.B: Promote empowerment of women through technology	93, 143
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		Target 6.4: Increase water use efficiency and ensure freshwater supplies	53, 109
		Target 6.6: Protect and restore water-related ecosystems	109
		Target 6.B: Support local engagement in water and sanitation management	109
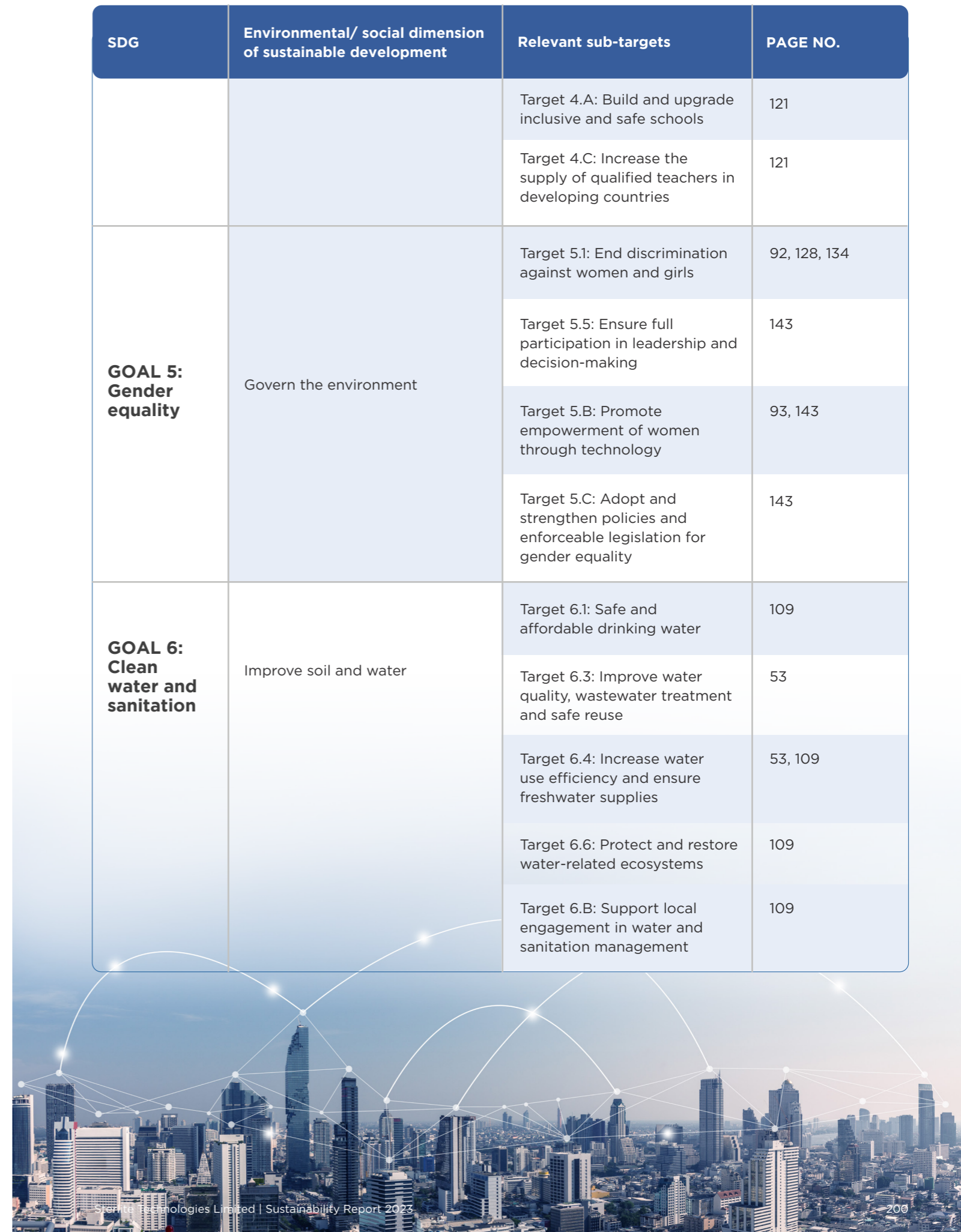
SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	PAGE NO.
GOAL 7: Affordable and clean energy	Boost renewable energy	Target 7.2: Increase global percentage of renewable energy	NA
		Target 7.3: Double the improvement in energy efficiency	44
		Target 7.A: Promote access, technology and investments in clean energy	44
GOAL 8: Decent work and economic growth	Live and prosper sustainably	Target 8.1: Sustainable economic growth	73, 188
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		Target 8.3: Promote policies to support job creation and growing enterprises	74, 189
		Target 8.5: Full employment and decent work with equal pay	109
		Target 8.6: Promote youth employment, education and training	93, 189
		Target 8.7: End modern slavery, trafficking, and child labour	134
		Target 8.8: Protect labour rights and promote safe working environments	165, 189
GOAL 9: Industry, innovation and infrastructure	Increase resource efficiency	Target 9.2: Promote inclusive and sustainable industrialization	45, 68
		Target 9.4: Upgrade all industries and infrastructures for sustainability	45, 68
		Target 9.5: Enhance research and upgrade industrial technologies	68

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	PAGE NO.
GOAL 10: Reduced inequality	Govern the environment	Target 10.1: Reduce income inequalities	169
		Target 10.2: Promote universal social, economic and political inclusion	93, 100, 110, 122
		Target 10.3: Ensure equal opportunities and end discrimination	169
GOAL 11: Sustainable cities and communities	Live and prosper sustainably	Target 11.6: Reduce the environmental impacts of cities	61
		Target 11.7: Provide access to safe and inclusive green and public spaces	61, 110
GOAL 12: Responsible consumption & production	Increase resource efficiency	Target 12.2: Sustainable management and use of natural resources	53, 61, 68, 74, 111
		Target 12.4: Responsible management of chemicals and waste	61
		Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting	61, 74
		Target 12.8: Promote universal understanding of sustainable lifestyles	64
GOAL 13: Climate Action	Increase resource efficiency	Target 13.1: Strengthen resilience and adaptive capacity to climate-related disasters	111
		Target 13.2: Integrate climate change measures into policy and planning	45

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	PAGE NO.
		Target 13.3: Build knowledge and capacity to meet climate change	111, 130
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GOAL 16: Peace, justice and strong institutions	Govern the environment	16.6: Develop effective, accountable and transparent institutions	193
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GOAL 17: Partnerships to achieve the goals	Scalability, efficiencies, and ensuring sustainable transformation	Target 17.17: Encourage effective partnerships	93,100, 122,130

UNWEP Principles

Principle	Topic	Page No.
Principle 1: Establish high-level corporate leadership for gender equality	Fostering a diverse, equal and inclusive workplace	135, 143
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Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination	Fostering a diverse, equal and inclusive workplace	135, 143
	Committed to human rights and fair labour practices	131
Principle 3: Ensure the health, safety and wellbeing of all women and men workers	Prioritising employee well-being and safety	131, 160

Principle	Topic	Page No.
Principle 4: Promote education, training and professional development for women	Career acceleration through learning and development	135, 144
	Transforming learning for marginalised communities	114
	Women empowerment: Reframing the narrative in rural communities	18, 75, 82, 136, 160
Principle 5: Implement enterprise development, supply chain, and marketing practices that empower women	Fostering a diverse, equal and inclusive workplace	135, 143
	1. Our Board of Directors 2. Board diversity	173-176
Principle 6: Promote equality through community initiatives and advocacy	Transforming learning for marginalised communities	114
	Women empowerment: Reframing the narrative in rural communities	18, 75, 82, 136, 160
Principle 7: Measure and publicly report on progress to achieve gender equality	Fostering a diverse, equal and inclusive workplace	135, 143
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2	Labour and working conditions	29, 72, 131, 133
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United Nations Global Compact (UNGC)

Theme	Principles	Page No.
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	Principle 2: Businesses should make sure they are not complicit in human rights abuses	131
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	73, 131
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	131, 134
	Principle 5: Businesses should uphold the effective abolition of child labour	131, 134
	Principle 6: Businesses should eliminate discrimination in respect of employment and occupation	131-134, 143
Environment	Principle 7: Business should support a precautionary approach to environmental challenges	35, 46, 64, 69, 78
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Sustainability disclosure topics and accounting metrics (SASB)

SASB Code	Topic	Accounting Metric	Page No.
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		(2) Percentage grid electricity	33
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TC-TL220-a.1	Data privacy	Description of policies and practices relating to behavioral advertising and customer privacy	190, 191

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About STL - Sterlite Technologies Ltd

STL is a leading optical and digital solutions company providing advanced offerings to build 5G, Rural, FTTx, Enterprise and Data Centre networks. The company, driven by its purpose of 'Transforming Billions of Lives by Connecting the World', designs and manufactures in four continents with customers in more than 100 countries. Telecom operators, cloud companies, citizen networks, and large enterprises recognize and rely on STL for advanced capabilities in Optical Connectivity, Global Services, and Digital and Technology Solutions to build ubiquitous and future-ready Digital Networks. STL's business goals are driven by customer-centricity, R&D, and sustainability. Championing sustainable manufacturing, STL has committed to achieve Net Zero emissions by 2030. With top talent from 30+ nationalities, STL has earned numerous 'Great Place to Work' awards and has been voted as the 'Best Organisation for Women'.

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