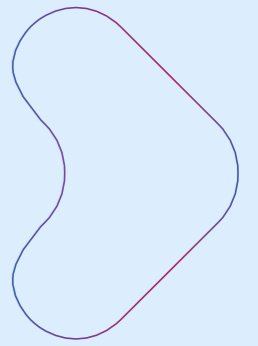


# CREATING THE NEW NOW



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THE  
ROAD  
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# QUANTIFYING SUCCESS UNVEILING STL'S SCALE AND REACH



**33+**  
Nationalities



**10**  
Global production facilities



**02**  
Software development centres



**04**  
Innovation centres



**INDIA AND UK**  
Global services



**640**  
PATENTS



**ZERO**  
Waste To Landfill Certified



**BCG, GARTNER, BRANDON HALL**  
CMMI Level 5 certification  
Recognised by the best

# GLOBAL FOOTPRINT



- Software development centres
- Manufacturing Units
- Sales Offices



## MESSAGE FROM MANAGING DIRECTOR

Whenever I think about STL's growth journey, I feel proud. We have been in this industry since more than 30 years now. Market cycles, industry dynamics, supply chains have all changed multiple times. One thing that remains constant is the value created by the immense talent that we have at STL.

Our dedicated teams in India and across the globe have been the driving force behind our achievements and growth. While technology and strategies play their part, it's the brilliance, passion, and creativity of our people that bring our vision to life, turning challenges into opportunities.

Our industry is marked by rapid advancements and evolving customer demands. Connecting the world is no mean feat! It is our people that consistently push boundaries, conceive ingenious solutions, and disrupt the status quo. We operate across three businesses - Optical Networking, Global Services and Digital and have five functional centres of excellence. If we were to think about one common thing that binds STL together, it's STLER spirit of innovation, agility and creating something new and meaningful.

As we venture into the future, I look forward to seeing this STLER spirit create magic for our customers and employees. With each one of us embracing learning opportunities, promoting a culture of mentorship, and continuing to collaborate, I am confident that we will forge ahead and reach greater heights. After all, when Everyone's in, Everyone Wins!

**Ankit Agarwal**  
Managing Director



## MESSAGE FROM GROUP CHIEF HUMAN RESOURCE OFFICER

Witnessing STLers hustling and innovating in the pursuit of excellence is a sight to behold. These talented individuals who make up STL global workforce are the heartbeat of our organisation. It is their unwavering commitment, passion, and expertise that have led us to the forefront of our industry.

We are driven by our purpose of Transforming Billions of Lives by connecting the world and united by our values- Keep it Simple, Hunger to Learn, Promises Delivered, and Respect and Empathise. We collectively create a positive and inclusive work culture that aligns with our purpose and our Talent Value Proposition - 'Creating the New Now'!

We align our people strategy with STL's long-term vision, enhancing customer centricity, efficiency, growth, and profitability. Simultaneously, we prioritise our employees' well-being and growth. Our commitment to continuous learning keeps us ahead of the curve. Programmes like Elevate, Accelerate, Evolve, and Act Up, blend foundational training, career advancement opportunities, and future-oriented skill-building to harness our talent's potential and drive business impact.

We take pride in building a High Performing Organisation with a special focus on developing Leaders for Today & Tomorrow, designing customer centric operating models, accelerated career growth and robust succession planning.

STL is committed to creating a highly engaged, energised, and enabled organisation - a culture that embraces diversity, equity and inclusion; where employees can come to work bringing their 'whole self', and perform at their best potential. A recent eNPS (Employee Net Promoter Score) Pulse check, conducted by a third party, showed an incredible 90% of former employees expressing interest in returning, with 5% wanting to rejoin within 2 months. This feedback validates the positive impact of our initiatives and practices.

We are in Mission Mode where all STLers are united by collaboration, focus on execution, and being more global. As we journey forward, our commitment is to ensure that our people remain at the core of all our initiatives. Together, we will build an enduring legacy for STL, one defined by innovation, customer-centricity, and unrivalled achievements.

**Anjali Byce**  
Group CHRO



# THE POWER OF PURPOSE, STRATEGY, AND TALENT ON STL'S GROWTH & IMPACT

## Connecting the World, Empowering Lives

At STL, we firmly believe that connectivity has the power to break barriers, create new possibilities and transform lives. Our dedicated team of talented individuals is at the heart of our purpose, as we recognise that it is their passion, expertise, and commitment that drive our mission forward. As we connect the world, we are equally committed to connecting with our employees, working together to transform lives through global connectivity. Our employees are not only the driving force behind our purpose but also ambassadors of our mission. By empowering them, we unleash their potential to create meaningful impact and drive positive change on a global scale. Through their dedication and expertise, we are able to realise our vision of a more connected, inclusive, and empowered world for billions.

**Our Purpose:**  
Transforming billions of lives  
by connecting the World.

## From Strategy to Impact: Connecting the World, Enriching Lives

Our purpose is intricately linked to our strategic approach. Being customer-centric is at the core of our strategy and includes other key elements, cultivating a culture of technology and innovation, embracing a global mindset, and ensuring excellence. This strategic alignment enables us to transform lives, drive innovation, expand our global footprint, deliver superior customer experiences, and achieve sustainable growth in an ever-evolving connected world. Furthermore, being customer-centric is intimately connected to our talent strategy. By integrating talent into our strategic approach, we create a dynamic and high-performing workforce that drives innovation, executes our strategy with excellence, and ultimately achieves our purpose

of transforming billions of lives by connecting the world. Our commitment to attracting, developing, and empowering exceptional talent positions us for sustained success and makes us a leader in the connected world.

## Talent at the Core: Connecting Lives, Driving Global Innovation

Our purpose finds its true meaning when linked with what we call the STLe Spirit, **Creating The New, Now.** By seamlessly integrating purpose and talent, we fuel innovation, drive transformation and create a diverse and inclusive global employer brand. By nurturing and investing in our employees, we continuously strive to create an environment where their skills, expertise, and unique perspectives can thrive.



OUR TVP IS ANCHORED ON  
**THREE FUNDAMENTAL  
 PILLARS**



**Unlocking Potential:**

Creating a workplace where our employees get ample opportunities to grow and thrive, empowering them with a robust infrastructure of learning & development opportunities, nurturing their unique strengths and talents, thereby enabling them to flourish and make significant contributions to their own lives and to society as a whole.



**Building a Global Brand:**

Recognising the critical role that exceptional talent plays in the success and growth of STL, we strive to inspire our people with meaningful work. What each STLER does every single day, impacts the world of connectivity and digital, for years to come.



**Everyone's in, Everyone Wins:**

Cultivating empowerment and ownership through an entrepreneurial culture, making sure that our employees experience STL as an environment marked by innovation, dynamism, satisfaction and inclusiveness.

**Creating the New, Now** is the driving force behind our actions as we work towards fulfilling our purpose and making a meaningful difference for our people, customers, and the world.

# UNLOCKING POTENTIAL

**Unlock your potential, you have the key!**

We believe in you and your ability to achieve great things. We provide the resources and opportunities you need to grow and thrive, so you can become the best version of yourself.



# EMPOWERING GROWTH THROUGH THE LEARNING ARCHITECTURE

STL's Learning Architecture is a massive undertaking that aims to streamline the development journey for every STL employee worldwide. It's a robust architecture that caters to a full range of talent development solutions, from leadership to professional development to technical capability building.

This learning journey is based on the identification of training needs aligned with the STL competency framework and the learning and development strategy. This ensures that employees are getting the training they need to succeed in their roles and reach their full potential.

The Learning Architecture is divided into three tiers: key skills, growth skills, and future skills.

Key skills enable employees in their current role, while Growth skills help them develop them to advance in their careers. Future skills are those that employees need to develop in order to stay ahead of the curve in their domain.



**408+**

Managers underwent Managerial Development Programs



**22+**

High-potential leaders graduated under Accelerate program



**42+K HRS**

Invested in Learning



# TRANSFORMING TALENT THROUGH ACT UP, EVOLVE, ELEVATE, AND ACCELERATE



## ACT Up

ACT Up is STL's fast-track career acceleration programme for young talent at M7-M9 grades. The key objective of this programme is to Identify and Build Talent by identifying them early in their career. Young talent make a 'Pitch' (like Shark Tank) to Senior Leadership with ideas that could transform the organisation or functions. This helps display strategic thinking beyond the skills needed in their immediate role. The promotion of the selected young talent is announced shortly after a successful pitch! This makes it a very rewarding experience for this group. Training programmes are extended to empower the pool that undergoes promotion, which helps them work on their areas of development for future career progression.

We further adapted ACT Up to solve key business-critical problems. This resulted in facilitating the business in identifying areas of concerns and the teams thus helped save multi-crores through the intervention.

**30+** STLers participated in ACT Up projects so far

**28<sup>CR</sup>** Savings as a result of ACT up program



**Evolve**

In continuation to our commitment towards STL's capability-building strategy, we run a programme called EVOLVE-STL's High Potential programme for young leaders at M5-M6 grades. In the past 3 yrs., 80+ young leaders have been put through the rigorous 6-month programme. The programme journey is planned in two phases - Assessment Phase and Development Phase. The current batch has 37 participants who are going through a series of Skill labs, one on one coaching sessions, and ALP (Action learning projects, mentoring & coaching through working on cross-functional live projects) directly from the senior leadership. The ALP is designed to represent Kirkpatrick's 4th level of learning where they are implementing the classroom teachings and techniques to solve live strategic business problems and drive impact. This provides an opportunity to work on challenging work projects and builds next-level capabilities and skills. This program also received the prestigious Brandon Hall Award.

**85+** colleagues certified so far

**Accelerate**

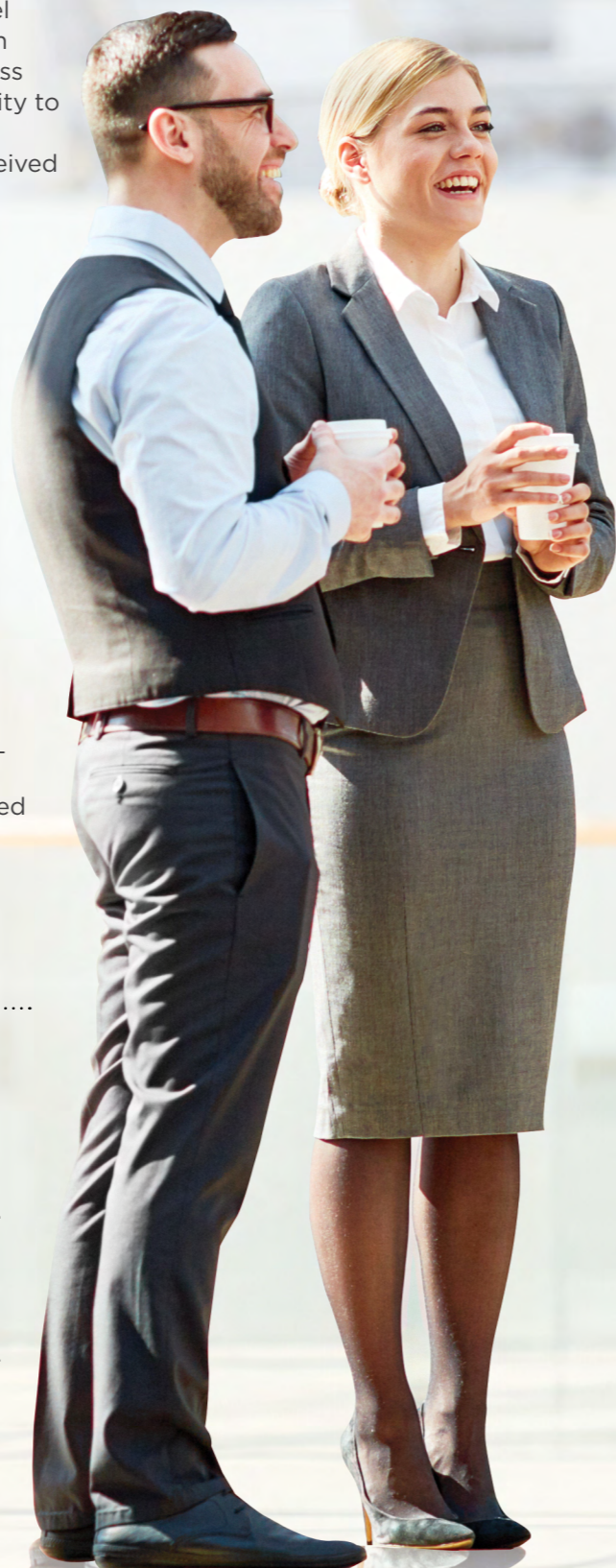
Accelerate is a comprehensive talent development programme for future leaders at STL. It brings together individuals from various departments and a diverse talent pool. Participants undergo a rigorous Wharton-certified curriculum covering leadership, strategic thinking, and business management. The programme concludes with a capstone project led by an STL executive, allowing participants to apply their skills to real-world challenges. Through Accelerate, STL invests in the growth and development of its talent, equipping employees with the tools and support needed for career success.

**40** STLers identified as potential future leaders

**Elevate**

Elevate is a premier leadership programme at STL. Selected executive, functional, and divisional leaders participate in this exclusive programme in partnership with Harvard University, offering personalised learning. Through assessments, dialogues, forums, and group work, the senior team builds innovative strategies and execution roadmaps. Elevate develops deep business understanding, refines leadership capabilities, and unlocks growth opportunities for these leaders and for the company. By investing in senior leaders through Elevate, STL builds a sustainable leadership pipeline for long-term success.

**40** Executive, functional and divisional leaders selected



EMPOWERING FOR SUCCESS:  
**PEOPLE FIRST AND THE BRANDON HALL AWARD-WINNING PROGRAMME**

The success of STL is built on the thousands of daily interactions and decisions made by managers who strive to bring out the best in people. Therefore, a psychologically safe work environment and effective manager capabilities are critical enablers for achieving a state of Flow- where each STLer is immersed in the work that they do.

Recognising the need for a structured intervention to create competent STLer managers, we launched "**People First,**" a managerial effectiveness programme that places the STL context at the centre and draws on best practices.

The identified group of managers embarked on a rigorous learning journey that included live workshops, online modules, reflection sessions, and companion learning diaries. We designed the programme with the understanding that learning sticks differently for each individual.

**408+** Certified STLer Managers to drive change across STL

**193+** Managers certified in FY 24

**Brandon Hall Awards\*** - Our programme has bagged the Silver category under the Brandon Hall Awards which is a testimonial of the design and effectiveness of the delivery of the overall programme.

\*The Oscars of the Learning and Development world! Each year, this prestigious award ceremony honours the best and brightest in the industry, showcasing innovative and impactful programmes that have pushed the boundaries of workplace learning. From e-learning to leadership development, the Brandon Hall Awards recognise excellence across a wide range of categories, shining a spotlight on organisations that are committed to driving growth and transformation through learning.





# REVOLUTIONISING HUMAN RESOURCES: STL'S CUTTING-EDGE AUTOMATION INITIATIVES

With thousands of employees worldwide, STL has its eyes on the future. We all know that technology holds the key to unconstrained growth. That is why technology and automation are central to the employee experience at STL. For example, our teams are using AI as a crucial tool in HR management and process engineering. We have a strong focus on digital first culture that empowers our employees to constantly adapt, learn, develop new solutions, push for unrelenting change, and upend the status quo.

Right from the hiring process, we use tech to eliminate bias that may unconsciously creep in. We have adopted an AI tool to stack rank resumes based on the functional and skill requirement needs of the role, thereby mitigating bias that might come in the way. We have AI-powered employee assessment tools, D&I training, collaboration and communication tools to keep our people engaged. We recently introduced STELLA, our onboarding and offboarding partner, an AI based Chatbot which completely automates the onboarding and offboarding process. The entire process flow is meticulously designed to ensure the smooth acclimatisation of new joiners. Simultaneously, it aims to minimise touch points and streamline information flow to the various internal teams involved in the process. We are also implementing AI for real-time staff pulse checks and an AI chatbot based listening tool for mood tracking with real-time engagement. This early warning system empowers our HR teams to monitor and promptly respond to changes in employee sentiment. This innovative and proactive approach helps us maintain high employee morale and cultivates a positive work environment.



# EMBRACING THE POWER OF APPRECIATION TO NURTURE THE CULTURE WE ENVISION

We continuously strive to cultivate a culture that places customers at the centre, embraces diversity & inclusivity and inspires innovation and curiosity, among other values. This culture thrives through consistent and diverse forms of encouragement.

Our ESOP plans are designed to promote long-term commitment, create positive work culture, empowering employees by providing them an opportunity to build wealth and partake in the organisation's success.

Our Career Celebration Programme is designed to honor and celebrate the unwavering dedication and loyalty of our colleagues. This programme allows us to express heartfelt gratitude and acknowledge the remarkable contributions of individuals who have made a lasting impact. These awards serve as a meaningful gesture, instilling a deep sense of pride, motivation and loyalty within our organisation.



STL Celebrates, our dedicated reward and recognition portal, revolutionises the way we acknowledge and honour outstanding achievements. This intuitive platform allows employees to nominate and recognise their peers, providing instant recognition and the opportunity for colleagues to applaud each other's successes. The portal also offers a seamless rewards system, enabling recipients to choose from a variety of options and enjoy their well-earned rewards. This portal enhances transparency, engagement, and a culture of appreciation, fostering a motivated and high-performing workforce.

Celebrating together is STL's DNA. Ring-A-Bell is another exciting recognition platform, wherein, when an employee achieves something noteworthy, their colleagues have the opportunity to "ring the bell," signalling their appreciation and recognition. It greatly encourages a sense of camaraderie, creating a positive and supportive culture where accomplishments are celebrated, motivating employees to continue their outstanding work and inspiring others to strive for excellence.

UNLEASHING THE  
POWER OF FLOW

## CULTIVATING A VIBRANT CULTURE AT STL

STL's journey towards building a positive culture began with studying the concept of **'Flow,'** derived from the Japanese concept of Ikigai. This life philosophy was adapted to our organisation with the primary objective of creating an environment that maximises Flow in an employee's daily work life. This state of mind is achieved when a person is fully immersed in their job, feeling energised, focused and enjoying the process of their work. We've coupled this concept with our four core Values (Promises Delivered, Hunger to Learn, Respect and Empathise, and Keep It Simple) to create a great workplace culture at STL.

To enable Flow for our employees, we identified four key levers of focus: Individuals, Managers, Processes and Systems, and Leadership and Culture. By working extensively on each lever, we have built an environment that encourages long-term career growth, challenging projects, continuous learning and upskilling, social responsibility, balanced work-life culture, and diversity, equality & inclusion - all of which differentiate STL's culture.

## BUILDING A GLOBAL BRAND

Every action you take has the power to shape the future of connectivity for generations to come. At STL, we are the catalysts of global connection, tirelessly working to bridge gaps and bring the future closer at an unprecedented pace. Through our relentless efforts, we are not only connecting people but also shaping the world we live in. And at every step, it is the expertise, creativity, and dedication of our team that shapes our identity and reputation. Our global teams bring diverse perspectives and skill sets that enable us to deliver excellence in products, services, and customer experiences. They truly contribute to the growth and success of our organisation on the global stage. Together, we are building a brand that is synonymous with quality, trust and impact, making a positive difference in the lives of people around the world.



# VOICES OF EXCELLENCE: INSPIRING STORIES FROM STL'S TALENTED TEAM

STLers are catalysts of change, breathing life into our purpose of connecting the world and transforming billions of lives.

**Shaily Sinha, Marketing and Communications**, loves being part of STL's exciting, agile ecosystem, where open communication and collaboration are highly valued. Working with a diverse global team has enhanced her skills and communication abilities. Shaily is impressed that STL constantly pushes its team members to do better and encourages them to embrace innovation and creativity.

According to **Ivy Charan from the Netherlands**, maintaining a customer-focused approach is paramount. Her role involves tackling demanding customer requests while also advocating for those needs within the organisation. As a sales professional, Ivy strives for outcomes that benefit both the customer and the company, aiming for win-win scenarios. The most exhilarating aspect of her job is collaborating with others to discover innovative solutions and generate new business opportunities.

**Savitha Shankar from STL Digital** believes it to be a remarkable workplace that prioritises both its business goals and its employees' well-being. The team at STL Digital is not only friendly but also incredibly dedicated and hard-working, making the work environment enjoyable and productive. Savitha feels empowered to share her thoughts, ideas, and constructive feedback without any hesitation. This inclusive communication culture encourages a sense of trust and transparency, making her feel valued as an employee.

**Kuhu Rastogi, Global Services** says she simply loves the independence and trust the leaders bestow on us. An all-inclusive culture has fostered collaboration and teamwork like never before. The marketing function at STL is not just about demand creation, it transcends mind barriers & creates a nudge at the heart for both external and internal stakeholders. Hence, she loves to be part of this evangelist group as we work together to craft impactful solutions that deliver value for the customers.

As we progress into the future, our exceptional talent remains at the forefront, driving our core purpose of Transforming Billions of Lives by connecting the world. United as a team, we redefine possibilities and leave an enduring impact on the digital landscape. Together, we are the driving force behind our vision, making a meaningful difference in the lives of billions worldwide.

At STL, we are committed to delivering an exceptional onboarding experience that seamlessly integrates technology and the human touch, ensuring high engagement levels from 30 days before an employee's joining date to 30 days after they've become a part of our team. We call it the Minus 30 Plus 30 Onboarding. By harnessing the power of cutting-edge technology, we provide our new hires with personalized communication, granting them access to an array of resources including interactive modules, videos, and virtual tours, allowing them to familiarize themselves with our culture and values even before their first day. Moreover, our unique buddy system pairs each newcomer with a mentor, enabling them to address questions and



concerns from the outset. During their initial week, we orchestrate a warm welcome, a structured onboarding journey, and meaningful interactions with our leadership team. Throughout their first month, we uphold regular check-ins, collect feedback to refine our processes, and foster social integration through both virtual and in-person events. This holistic approach, blending technology with the human touch, not only facilitates a smooth transition but also sets the stage for long-term engagement and growth within the STL family.

## STL's Got Talent

As the company geared up for a strong conclusion to the fiscal year, a delightful surprise awaited the STL team- the launch of 'STL's Got Talent'. The excitement surrounding this contest sent ripples of anticipation through the employees, leaving them in a frenzy of excitement for months.

With numerous entries pouring in, over 80 STLers from diverse geographical locations took the stage to showcase their exceptional talents. From singing to dancing, painting to sculpting, and beyond, the range of talents on display was truly awe-inspiring. The company's work social media - Workplace, became

a vibrant hub of daily videos featuring STLers from all corners of the organisation, adding to the thrill and camaraderie.

The contest revealed surprising talents hidden among the STLers, unravelling the artistic flair of the quiet next-seat neighbours and the comic brilliance of their serious-looking managers. The fun-filled atmosphere pervaded the workplace as participants and spectators alike revelled in the joy of creativity and expression.

As the performances dazzled the jury, they faced the challenging task of selecting the winners, who were rewarded with cash prizes in the Silver, Bronze, and Gold categories. Additionally, special cash prizes were awarded in the Individual Master Category and Group Master Category, recognising outstanding contributions.

The excitement reached its pinnacle as the company's leaders announced the top 15 entries at the highly anticipated town hall event. Each winner was also given the opportunity to deliver a winning speech, adding a personal touch to the celebrations.

This debut season of 'STL's Got Talent' proved to be just the beginning of an incredible journey. Speculation abounds about the next season being an even bigger hit, promising more entertainment and surprises in store.

As STLers celebrated their remarkable talents and shared their passion with the world, the spirit of camaraderie and creativity soared to new heights. 'STL's Got Talent' not only showcased the incredible talents within the organisation but also strengthened the bonds that make STL a truly remarkable place to work.

**Transformative Inclusion for Real Change**

At STL, talent and potential hold paramount importance to us. We firmly believe that an inclusive workplace not only attracts but also nurtures exceptionally talented professionals, who contribute to making STL a truly exceptional organisation.

One of our proudest achievements is taking pioneering steps towards creating an inclusive environment in our manufacturing units, allowing people with disabilities to actively participate in the assembly line and not just backend functions. From the initial hiring process to seamless onboarding, we have witnessed these remarkable STLers grow and thrive within our organisation. To ensure their comfort and accessibility, we conducted an audit of our facilities, addressing the specific needs of these individuals.

Additionally, we have taken significant strides in eradicating biases in our hiring process through the implementation of AI in resume shortlisting. This ensures that we make hiring decisions based solely on merit, providing equal opportunities to all candidates.

Inclusion at STL goes beyond just hiring practices; it encompasses instituting policies that cater to the varying requirements and constraints of our diverse workforce. Our Flexi-holidays scheme allows individuals of different faiths and cultural backgrounds to celebrate their festive days without hindrance. Furthermore, our employee assistance programme, in collaboration with a leading health and wellness industry partner, provides our colleagues and their families with the necessary tools and support to overcome physical, mental, and emotional challenges.

We believe in creating a level playing field for all our employees. Initiatives to promote salary parity and equitable opportunities for growth, promotion, and



succession planning are actively pursued. Inclusion is not a mere concept for us; it is ingrained in the DNA of our organisation and remains a cornerstone of our sustained global growth.

At STL, we celebrate diversity and recognise that it is the key to our collective success. By having an inclusive environment, we continue to build a dynamic and thriving community where each individual's unique strengths and perspectives contribute to our shared journey of progress.

SUSTAINABLE EXCELLENCE:  
**STL'S BOLD INITIATIVES TOWARDS A GREENER FUTURE**



**Elevating Sustainability to the Forefront**

Embracing the cause of sustainability, STL has taken a resolute stance to achieve Net Zero status by 2030. Our commitment to sustainability is deeply ingrained in our manufacturing operations, positioning us as a frontrunner in the pursuit of 100% sustainable manufacturing. A cornerstone of our sustainability agenda is effective waste management, a practice we consider vital in minimising our environmental impact. Demonstrating our dedication to this cause, four of our manufacturing units in India have proudly achieved the Zero Waste to Landfill certification from Intertek, a renowned US-based Quality Assurance provider. In a boost to our Net Zero by 2030 progress, Morgan and Stanley (MSCI) significantly upgraded our ESG rating from BBB to A, validating STL's commitment to sustainability and responsible governance.

The Rakholi, Dadra, and Shendra plants have achieved an exceptional Level 1 certification, reflecting their remarkable achievement of diverting over 99% of waste away from landfills. Similarly, STL's Waluj plant has earned a Level 2 certification for diverting over 96% of waste from ending up in landfills. These certifications are a testament to our unwavering commitment to sustainable waste management practices. Looking ahead, our goal is to extend this commendable performance across all our global plants in the coming years, aiming for certifications that validate our dedication to environmental stewardship and waste diversion on a broader scale.

By proactively managing waste, we are not only reducing our ecological footprint but also setting a benchmark for responsible and sustainable business practices.



**Ensuring Zero Liquid Discharge**

Maintaining its unwavering commitment to water conservation, STL diligently upholds the Zero Liquid Discharge standard across all of its optic fibre and cable plants located in the water-scarce region of Aurangabad, Maharashtra. To achieve this, STL has implemented advanced technologies such as Effluent Treatment Plants (ETPs) and Multi-effective Evaporator (MEE) plants, complemented by numerous in-plant modifications that optimise its processes. The result is the recycling of water, ensuring its reuse in critical operations like boiler and scrubber processes. By embracing these sustainable practices, STL not only demonstrates its environmental responsibility but also contributes to the preservation and efficient use of this precious resource.

**Conserving Water in Drought-prone Areas**

Water management stands as a top priority for STL, highlighted by its classification as an 'extremely high' priority area on the Company's materiality matrix. As part of its comprehensive approach, STL has implemented various initiatives, including the construction of rainwater harvesting structures at each of its plants. These structures effectively capture and utilise rainwater, preventing wastage caused by runoff.

**4000M<sup>3</sup>** Rainwater conserved



**Ensuring Sustainable Sourcing**

Committed to sustainable sourcing, STL collaborates with partners throughout its value chain to drive the transition towards a greener and more sustainable future. We actively support our local partners in enhancing the quality of raw materials and optimising their supply processes, ensuring that sustainability is ingrained at every stage. By encouraging these collaborations and promoting responsible sourcing practices, STL not only strengthens local economies but also contributes to the overall sustainability of our operations.

**61%** Local procurement of supplies in cable manufacturing



# CEO SPEAK



Our vision to be among the top 3 global optical companies is not merely an ambition but a journey towards excellence. It is our collective endeavour to make a lasting impact on the industry, and for this, we must recognise the significance of our people.

Talent, in all its forms, lies at the heart of our organisation. Every single member of our team contributes to the collective intelligence and creativity that drives us forward. We value diversity in skills, perspectives, and backgrounds, as it nurtures a collaborative and inclusive culture, making us stronger and more adaptable in an ever-changing global marketplace.

Our doors are open for new ideas, creative thinking, bold decisions, and a willingness to take calculated risks. Together, we will adopt a global mindset and build the future we envision.

**Paul Atkinson**  
Building a top 3 global company



I am immensely proud of the strides we have taken towards embracing automation to enhance the efficiency and quality of our products and services. It has the potential to revolutionise how we operate, streamlining processes, reducing errors, and ultimately elevating the overall customer experience.

Automation, in itself, is a powerful tool, but without the ingenuity and creativity of our teams, it remains only a potential. Our people possess the critical skills and insights required to identify the areas where automation can bring the most significant benefits and optimise processes for maximum impact.

I am happy that we are creating a future where automation and human intelligence work hand in hand to achieve remarkable outcomes.

**Praveen Cherian**  
Automation in services



In an industry driven by technology and ever-changing trends, it is crucial to recognise that the true differentiator lies in the talent we bring on board. Each member of our organisation, from software engineers and data scientists to project managers and domain specialists, contribute uniquely to our collective expertise.

Our customers place their trust in us because of the depth of knowledge and skills that our team brings to the table. Our talented workforce not only ensures that we deliver cutting-edge solutions but also guarantees that we remain at the forefront of emerging technologies, ready to embrace new challenges.

Building a top IT services company requires more than just a collection of individuals. It demands a unified team, collaborating seamlessly, and sharing a common vision. Our shared values and dedication to excellence is helping us create a culture that fosters growth, creativity, and continuous learning.

**Raman Venkataraman**  
Building a top IT services company



# STLER RECOGNITIONS



## ET Future Ready Organisations Award

We were recognised as a Future-ready Organisation by the Economic Times (ET). The list features the best companies that have seized the unique opportunities before them, to imagine and create new systems that are more flexible, integrated, resilient and ultimately, more human.

## UN Women Empowerment Awards

STL's flagship Jeevan Jyoti Women Empowerment programme, run in rural Maharashtra, won this prestigious award for enabling women in rural communities to build sustained livelihoods and contribute towards the prosperity of their villages.



## ET Best Place To Work for Women

We were recognised as the 'Best Organisation for Women' by The Economic Times, which highlights our trailblazing diversity and inclusion efforts. With this, we are inspired to set new standards by empowering female colleagues and building diverse teams.



## Indian Chamber of Commerce

### Gold Award for Occupational Health & Safety

We were conferred with the prestigious 4th ICC Occupational Health and Safety Gold Award by ICC. We were recognised for the efforts put in by our Global Services Business - India team, for achieving our goal of improving the health, safety and well-being of our people and other stakeholders engaged with us.



## Exceptional Employee Experience- Large Enterprises

This accolade acknowledges organizations that have showcased exceptional dedication to elevating the employee experience, adding substantial value to their industries.

## Environmental + Energy Leads Award for Sustainability

These awards recognise excellence and innovation-providing companies with improved environmental management outcomes. We bagged the top award under the 'Top Project Waste Management' category.



## Golden Peacock CSR Award

We have won the prestigious 'Golden Peacock Award for Corporate Social Responsibility', organised by the Institute of Directors (IOD). We were recognised for our proactive action across areas such as - Women Empowerment, Healthcare, Education and Environment Conservation.

## International Green Apple Award

STL was recognised for its collaborative ESG efforts towards leveraging partnerships for climate action to ensure holistic development in water-stressed regions and restoration of bio-diversity.



# EVERYONE IN, EVERYONE WINS

In our relentless pursuit of excellence, we cultivate a culture of empowerment and ownership, fueling an entrepreneurial spirit that sets us apart. At STL, we challenge the norm and embrace unconventional approaches in everything we do, from our processes to our ideas.

As proud STLers, we empower you to take ownership, drive results, and emerge victorious. We believe that when everyone is in, everyone wins! With your dedication and contributions, we create a path to success that knows no bounds. Together, we forge ahead, breaking barriers, and redefining what is possible.





# INNOVATION BY ALL, FOR ALL - WINCUBATE

At STL, our core values of **Respect and Empathise, Hunger to Learn, Promises Delivered, and Keep It Simple** are not just words on a page. They are the guiding principles that shape our actions and drive our success.

Committed to nurturing a culture of Agility & Innovation, we have established a dedicated Innovation Team. This team works tirelessly to develop strategies that ignite and nurture the spirit of innovation throughout the organisation.

As part of our comprehensive Innovation Programmes, we have placed a special focus on enhancing the capabilities and potential of our talented workforce. In a display of our commitment to innovation, our programme **“WINcubate,”** is STL’s largest in-house championship for encouraging and recognising groundbreaking ideas.

We take pride in our Agility & Innovation Coaches programme, which empowers employees to cultivate an innovative mindset and become skilled coaches for their colleagues. Our aim is to inspire a growing number of employees to embrace innovation and share their expertise within the organisation. This programme promotes problem-solving culture, develops cross-functional innovation capabilities, facilitates agile responses to unexpected circumstances, and promote an adaptive mindset to meet rapidly changing needs.

Through these initiatives, we harness collective creativity and passion, driving unprecedented achievements. By empowering our people and providing resources, we are building a culture that celebrates innovation and embraces limitless possibilities. Together, we propel STL to new heights, making a lasting impact in connectivity.

## WINCUBATE

Is biennial

## OBJECTIVES

- To generate ground breaking ideas and solutions for products and processes
- To provide a platform to build and develop a culture to co-create

## CULTURAL IMPACT:

- Develops problem-solving mindsets
- Enables Agility
- Builds a culture of co-creation

## BUSINESS IMPACT:

- Teams are funded to enhance solutions and implement them as mainline production
- Cost savings
- Process and raw materials optimisations
- Idea generation for a new product line

## WINS:

- 164 Cr savings YOY
- 6 Patents
- Participation from 750+ colleagues across STL
- 120+ prototypes were created
- 28 certified innovation coaches

# INCLUSIVE EXCELLENCE: EMBRACING DIVERSITY FOR COLLECTIVE EMPOWERMENT



## Empowering Women Leader (Development Certification)

In a world where gender equality and diversity are at the forefront of progress, empowering women leaders has never been more crucial. Handpicked women leaders were chosen to participate in the transformative initiative aimed at propelling their career advancement and equipping them with vital leadership skills. This empowering journey empowers STLs women leaders to seize opportunities, conquer challenges, and unleash their true potential, fast-tracking their professional growth.



We provided complete sponsorship to a selective group of women to pursue a Women Leadership Programme from the prestigious Indian School of Business (ISB) as we understand that leadership development extends beyond technical skills, encompassing effective communication, strategic thinking, decision-making, and emotional intelligence. Hence, we invest in tailored programmes and initiatives to cultivate and refine leadership abilities among our female employees.

We have also undertaken some other impactful initiatives to empower women in our workforce. These initiatives encompass a range of programmes, including “Take2,” a dedicated programme designed to support women on career breaks. Additionally, the Women Focus Group addresses a comprehensive array of topics such as self-defence, health, financial planning, and personal development. We are establishing a network of women mentors to foster growth and guidance. Furthermore, recognizing the importance of work-life balance, we are also implementing a crèche facility and other related benefits to assist working mothers.

We go deep and granular with our diversity check for women’s representation. We track across functions and levels at set intervals to ensure appropriate representation. There is also a special focus on company-wide pulse and culture checks to determine sentiment and engage in meaningful interventions. These initiatives collectively exemplify STL’s commitment to fostering a supportive and inclusive environment for women employees.

We take pride in the fact that at STL, women are frequently seen excelling in previously male-dominated functions such as manufacturing, STEM roles, civil engineering, public relations, key account management, predictive analytics, etc. One of the big things being talked about right now is 5G. So, STL launched its 5G Foundational Programme online, available for women, and we are conducting the course for thousands of women for free. We are keeping the level playing field wide and open and providing equal opportunities to acquire skills.

Generally, assembly lines at manufacturing plants largely have a male-dominated workforce. In STL, we have an entire colouring channel that is an All Women Channel. They operate around the clock and work all shifts. This journey started 5 years back on 5th July 2018 at STL’s optical fibre cable factory at Silvassa. It was then that the paradigm shift occurred. We started a section run by an all-women’s team. We had 45 female machine operators, including a cohort of 15 young, female Diploma Engineers, who had a personal ambition to work in the manufacturing unit. They were personally motivated to defy traditional preconceptions

and set new benchmarks of work discipline and job excellence. Today, STL is proud of having over 150 female operators working in core operations across our units in Silvassa. Not only core production, but we also have women taking the lead from the maintenance department for in house installation of machines.

Our increment policy is gender agnostic, reflecting our dedication to fairness and equality in compensation. To ensure transparency and consistency, we follow a rigorous benchmarking process each year as part of the annual increment cycle. This involves assessing the market standards, industry trends, and internal factors to determine appropriate employee salary adjustments. By consistently reviewing and updating our benchmarking data, we ensure that our compensation remains competitive and reflective of the value each employee brings to the organisation, regardless of gender. This commitment to gender neutrality in our increment policy aligns with our broader goal of maintaining an inclusive and equitable workplace, where all employees are recognized and rewarded fairly for their contributions.

STL’s maternity leave spans 6 months with full pay, demonstrating our strong commitment to comprehensive employee support during significant life transitions. This leave empowers women to focus on their well-being and newborn care, reducing stress related to work. Our paternity leave, offering 15 days with full pay, emphasizes balanced family responsibilities, enabling fathers to actively engage in early parenting and acknowledging their crucial role. Moreover, our policy is inclusive, extending beyond traditional norms to accommodate diverse family dynamics. It includes provisions for adoption, surrogacy, and various parental care scenarios, exemplifying our dedication to supporting our employees’ unique needs and fostering a balanced work-life environment.

“STLer Forever” policy demonstrates our unwavering commitment to supporting dependents in cases of unfortunate events like employee demise, critical illness or accidents while serving at STL. We assist spouses, children, and eligible dependents by facilitating tailored career opportunities within STL. The policy offers an ex-gratia payment in addition to extending medical insurance coverage for the family over 5 years, while also granting education assistance to the children, up to their final year of graduation or earlier. The policy extends professional training aid to spouses to help them with any of their academic needs to support their career. In cases of any loans without insurance, STL provides one-time home loan/mortgage clearance assistance. This policy underscores STL’s commitment to supporting our employees’ families during tough times.

Our dedicated employee assistance programme (EAP) is centred around enhancing the overall quality of life for our employees. It offers confidential, no-cost counselling to colleagues and their families (including dependent siblings) 24/7 and ensures access to support whenever needed, all while maintaining a strict commitment to confidentiality. This comprehensive programme extends its reach to encompass family support, providing valuable resources such as legal and financial information, as well as effective stress management techniques. At our core, we prioritise the well-being of our employees, empowering them with tools and resources to navigate life’s challenges and complexities with confidence and resilience. Our engagement rate with the EAP portal is 38% which is significantly higher than the industry average of 16.2%. We have also introduced Flexi-Holiday (Optional Holiday Plan) to provide our employees with more flexibility in choosing their holidays.

HARMONISING VOICES:  
**CULTIVATING A CULTURE OF EMPOWERED FEEDBACK AND CONTINUOUS GROWTH**



At our organisation, we cherish the immense value of employee feedback, ideas, and concerns. We actively embrace these valuable insights by providing robust platforms for open communication, where voices are not only heard but genuinely acted upon. Our resolute commitment to creating a culture of trust, respect, and collaboration propels us forward, empowering every employee to shape our collective destiny.

Through quarterly Employee Net Promoter Score (eNPS) surveys, comprehensive Employee Value Proposition (EVP) listening exercises, and the ongoing implementation of an AI-driven experience platform, we're propelling the journey of continuous improvement and growth, ensuring that our employees thrive in an environment that celebrates their voices and nurtures their potential.



# CSR AND EMPLOYEE VOLUNTEERISM

STL's ESG agenda takes centre stage, integrated into our Company's fabric. Employee Volunteering bridges our employees with the communities we serve. We encourage participation in initiatives aligned with passions and skills, tackling community challenges. The Impact extends to personal development, acquiring skills, and embracing purpose. Despite the pandemic, our Online Volunteering platform has logged 15,000 hours of service! Our employees

contribute to diverse causes, from audiobooks for the visually impaired to uplifting stickers for children of refugees. Opportunities are vast and varied, like our exceptional teams!

The following initiatives demonstrate our commitment to creating a positive impact in the areas of environment, education, healthcare, and women empowerment.

### Environment:

**100,000+**  
Plantations completed

**1.4+ MN M3**  
Water recharge potential created

**100+**  
People provided livelihood opportunities

**12**  
Drought-prone villages transformed into water-resilient communities

**66,000**  
Individuals benefited from the transformation to water-resilient communities

### Education:

**83,000**  
Individuals positively impacted through educational initiatives

**2,100**  
Teachers trained in digital techniques

**238**  
Villages with **300** schools and **100** childcare centres connected and given access to digital education



### Healthcare:

**400+**  
Villages provided comprehensive healthcare

**480,000**  
individual benefited so far.

**28,000+**  
Teleconsultations conducted in addition to 607 general and specialist healthcare camps organised

### Women Empowerment:

**1,000+**  
Women impacted through skill development programmes

**87**  
Students placed across various industries in Aurangabad

**165**  
Women received admissions for vocational training



# LOOKING FORWARD

With a spirit of driving equality and inclusion, we have now taken significant steps towards moving from a role-based organisation to a skill-based organisation. We are focusing on identifying, developing, and leveraging specific skills and competencies among our employees to achieve strategic goals and adapt to the evolving business environments. In this process, skills become the foundation upon which various functions and processes are built. Instead of primarily valuing job titles or roles, we are placing a higher emphasis on the skills possessed by our teams. We've completed thorough skill assessments and compiled an exhaustive inventory of the skills that our workforce possesses. This will enable us to understand the existing skill set and identify skill gaps.

As we stride boldly into the horizon, investment in people, technology and innovation becomes our driving force. With each investment, we equip ourselves with the tools to unlock the extraordinary, propelling us to the forefront of the digital revolution.

Our ambitions reach far beyond technological prowess. With a global footprint firmly established, we transcend borders and cultures, leaving an indelible mark on the world. Rooted in responsibility and sustainability, we foster a harmonious coexistence with our planet, minimising our environmental impact and uplifting the communities we serve.

We aim to create an environment where employees can find purpose, personal growth, innovation, global perspectives, and a sense of contributing to a larger positive impact. Our vision is one that will inspire and motivate employees to be part of an organisation that values growth, responsibility, and positive change.



STU'

[www.stl.tech](http://www.stl.tech)

Concept and design by [synapse.co](http://synapse.co)