

# Annexure – 9

## Business Responsibility & Sustainability Reporting for the Financial year ended December 31, 2023

As per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L26942TG1974PLC001693
2. **Name of the Listed Entity:** Rain Industries Limited (RIL)
3. **Year of Incorporation:** March 15, 1974
4. **Registered office address:** Rain Center, 34, Srinagar Colony, Hyderabad- 500073, Telangana State, India.
5. **Corporate address:** Rain Center, 34, Srinagar Colony, Hyderabad - 500073, Telangana State, India.
6. **E-mail:** [secretarial@rain-industries.com](mailto:secretarial@rain-industries.com)
7. **Telephone:** 040-40401234
8. **Website:** [www.rain-industries.com](http://www.rain-industries.com)
9. **Financial Year (FY) for which reporting is being done:** January 1, 2023 to December 31, 2023.
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** ₹ 67,26,91,358
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Mr. S. Venkat Ramana Reddy, Company Secretary, Telephone: 040-40401234, Email: [secretarial@rain-industries.com](mailto:secretarial@rain-industries.com).
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):** Consolidated Basis.
14. **Name of assurance provider:** Not Applicable
15. **Type of assurance obtained:** Not Applicable

#### II. Products/ Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Carbon	Carbon Products (Calcined Petroleum Coke, Green Petroleum Coke and Coal Tar Pitch)	73.71%
2	Advanced Materials	Engineered Products, Chemical Intermediates and Resins	17.89%
3	Cement	Manufacture of Cement	8.40%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code*	% of total Turnover contributed
1	Carbon Products (Calcined Petroleum Coke, Green Petroleum Coke and Coal Tar Pitch)	191	72.84%
2	Manufacture and Sale of Cement	239	8.40%
3	Electric Power Generation, Transmission and Distribution	351	1.00%
4	Advanced Materials	201	17.76%

\* As per National Industrial Classification, 2008 – Ministry of Statistics and Programme Implementation.

#### III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	6	10
International	12	1	13

19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	7 States i.e., Andhra Pradesh, Telangana, Tamil Nadu, Karnataka, Maharashtra, Odisha and Kerala.
International (No. of Countries)	Seven i.e., Germany, Belgium, Russia, Canada, Poland, United States of America and Dubai

- b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports is 6%\* of the total turnover of the entity.

\*Exports of Indian entities only considered at Group level

- c. A brief on types of customers

Aluminium, Graphite, Construction, Wood preservation, Adhesives, Rubber, Refractory, Coating etc.,

#### IV. Employees

20. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,456	1,259	86.5%	197	13.5%
2.	Other than Permanent (E)*	20	14	70%	6	30%
3.	Total employees (D+E)	1,476	1,273	86.2%	203	13.8%
Workers						
4.	Permanent (F)	834	816	97.8%	18	2.2%
5.	Other than Permanent (G)*	76	71	93.4%	5	6.6%
6.	Total workers (F+G)	910	887	97.5%	23	2.5%

\*incl. apprenticeship

- b. Differently abled Employees and worker:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	8	4	50.0%	4	50.0%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	8	4	50.0%	4	50.0%
Differently Abled workers						
4.	Permanent (F)	12	12	100.0%	0	0.0%
5.	Other than permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F + G)	12	12	100.0%	0	0.0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	0	0.0%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY ended December 31, 2023 (Turnover rate in current FY)			FY ended December 31, 2022 (Turnover rate in previous FY)			FY ended December 31, 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.0%	10.8%	12.8%	10.8%	9.1%	10.5%	15.76%	1.07%	16.83%
Permanent Workers	6.3%	5.0%	4.7%	Nil	Nil	Nil	Nil	Nil	Nil

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### V. Holding, Subsidiary and Associate Companies (including joint ventures)

#### 23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sl. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Rain Cements Limited (RCL)	Subsidiary Company	100	Yes
2	Rain CII Carbon (Vizag) Limited (RCCVL)	Subsidiary Company	100	Yes
3	Rain Verticals Limited	Subsidiary Company	100	Yes
4	Renuka Cement Limited	Subsidiary Company	100	Yes
5	Rain Carbon Inc. (RCI)	Subsidiary Company	100	Yes
6	Rain Global Services LLC	Subsidiary Company	100	Yes
7	Rain Commodities (USA) Inc.	Subsidiary Company	100	Yes
8	Rain CII Carbon LLC	Subsidiary Company	100	Yes
9	Rain Carbon Canada Inc.	Subsidiary Company	100	Yes
10	Rain Carbon BV	Subsidiary Company	100	Yes
11	VFT France S.A	Subsidiary Company	100	Yes
12	Rumba Invest BVBA & Co. KG	Subsidiary Company	94.9	Yes
13	Rain Carbon Germany GmbH	Subsidiary Company	99.7	Yes
14	Severtar Holding Ltd.	Subsidiary Company	65.3	Yes
15	OOO RÜTGERS Severtar	Subsidiary Company	65.3	Yes
16	OOO Rain Carbon LLC	Subsidiary Company	100	Yes
17	Rain Carbon Poland Sp. z. o. o	Subsidiary Company	100	Yes
18	Rain Carbon (Shanghai) Trading Co. Ltd.	Subsidiary Company	100	Yes
19	Rain Carbon Wohnimmobilien GmbH & Co. KG	Subsidiary Company	100	Yes
20	Rain Carbon Gewerbeimmobilien GmbH & Co. KG	Subsidiary Company	100	Yes
21	Rain Carbon GmbH	Subsidiary Company	100	Yes
22	Rain Holding Limited	Subsidiary Company	100	Yes
23	InfraTec Duisburg GmbH (IDGmbH)	Associate Company	30	Yes

### VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in ₹): ₹ 540.74 million (Standalone - for financial year ended December 31, 2022)  
(iii) Net worth (in ₹): ₹ 2,443.81 million (Standalone - for financial year ended December 31, 2022)

### VII. Transparency and Disclosures Compliances

25. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY ended December 31, 2023 Current Financial Year			FY ended December 31, 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil

Note: Web-link for grievance redress policy: [https://rain-industries.com/assets/pdf/rii---whistle-blower-policy---09.05.2023\\_20230524042659.pdf](https://rain-industries.com/assets/pdf/rii---whistle-blower-policy---09.05.2023_20230524042659.pdf)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY ended December 31, 2023 Current Financial Year			FY ended December 31, 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	207	Nil	-	197	Nil	-
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

Note: Web-link for grievance redress policy: [https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023\\_20230524042659.pdf](https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023_20230524042659.pdf)

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the Risk or Opportunity (Indicate positive or negative implications)
1	Conservation – water, energy and waste recycling	Opportunity	Responsible use of resources that includes water conservation efforts, improving energy efficiency, reducing emissions, efficient waste disposal approaches, designing innovative solutions to reduce, reuse and recycle, supports the Company's actions towards sustainable growth.	-	Positive, Conservation of resources leads to <ul style="list-style-type: none"> <li>• Positive economic benefit as it brings about cost saving,</li> <li>• Efficient usage of resources,</li> <li>• Regulatory compliance and beyond</li> </ul>
2	Renewable energy	Opportunity	Renewable energy initiatives form an important aspect of the Company's sustainability driven pursuits, which is also a promising solution to climate change problem	-	Positive, even though the ROI is longer it has in store inevitable benefits of i) Reduction in overall energy cost ii) Reduction in emissions.
3	Learning and development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainably.	-	Positive, Consistent efforts towards training in the areas of Quality and Environment, health and safety (EHS) equip the work force to meet a surge in demand of the business.

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### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
<b>Policy and management processes</b>																		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
c. Web Link of the Policies, if available	<a href="https://rain-industries.com/">https://rain-industries.com/</a>																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the policies are comparable with the best practices in the industry.																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y	Y									
<b>Governance, leadership and oversight</b>																		
7. Statement by Director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): <b>Yes</b>																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Name: Mr. Jagan Mohan Reddy Nellore Designation: Director DIN: 00017633																	
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes (RIL Sustainability Steering Committee) Chair: Matthew Scott-Hansen (Executive Vice President, Rain Carbon. Inc.) Rolf Roers (Vice President, Global Regulatory Affairs and Sustainability) Julia (Director, Global Sustainability)																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										N	N	N	N	N	N	N	N	N
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-									
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-									
Any other reason (please specify)	-	-	-	-	-	-	-	-	-									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

#### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Code of Conduct and Ethics	100
Key Managerial Personnel	1	Code of Conduct and Ethics	100
Employees other than BoD and KMPs	1	Code of Conduct and Ethics	100
Workers	1	Code of Conduct and Ethics	100

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

#### Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	No
Settlement	NA	NA	NA	NA	No
Compounding	NA	NA	NA	NA	No

#### Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	No
Punishment	NA	NA	NA	No

- Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has policy on Anti-Bribery and Anti-Corruption covers the Company and its subsidiaries. The web-link to the policy is [https://rain-industries.com/assets/pdf/ril-anti-corruption-and-anti-bribery-5-5-15\\_20180725125126.pdf](https://rain-industries.com/assets/pdf/ril-anti-corruption-and-anti-bribery-5-5-15_20180725125126.pdf)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY ended December 31, 2023 (Current Financial Year)		FY ended December 31, 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

Nil

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Number of days of accounts payables	30	33

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8%	8%
	b. Number of dealers / distributors to whom sales are made	2,860	2,918
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15%	15%

Parameter	Metrics	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.73%	5.63%
	b. Sales (Sales to related parties / Total Sales)	0.10%	0.07%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments	Nil	Nil

### Leadership Indicators:

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

- Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes. The Board of Directors have to give declarations about his/her interest or concern in other Companies, bodies corporate, firms or other association of individuals in Form MBP-1. If any Director is interested in the item of agenda at the time of meetings, he/she will vacate the meeting to avoid conflict of interests.

## PRINCIPLE 2

### Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators:

- Percentage of Research and Development (R&D) and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total Research and Development (R&D) and capex investments made by the entity, respectively:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
CAPEX	Rain Cements: 77.26%	Rain Cements: 42.50%	<b>Rain Cements:</b> Solar power at RCL*
CAPEX	RCI total: 18.09%	RCI total: 42%	<b>RCI:</b> <ul style="list-style-type: none"> <li>Chalmette-Anhydrous Carbon Pellet Project. Improves efficiency of the boiler resulting in increased steam generation with better heat recovery from the Waste Heat flue gases.</li> <li>Cooling Tower #1 Rebuild. Improves efficiency of the Cooling Tower which helps in reduction of overall power consumption by the Cooling Tower meeting the cooling requirements.</li> <li>TG#3 Stop Valve Assembly Rebuild. Will improve energy efficiency and reliability of energy production.</li> <li>New air compressors and dryer installation. Have added VFD (not in previous system) which helps in reducing the overall electric power consumption of the Air System.</li> <li>Lake Charles Screener Crusher Project. Major benefits are (i) Reduces the overall power consumption per ton of sized material by avoiding the repeated re-cycling of the material to achieve the sizing. (ii) Makes operation very simple and (iii) Brings down the particulate emission drastically thus helping the environment.</li> </ul>



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	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
			<ul style="list-style-type: none"> <li>LC Boiler Feedwater Motor Upgrade P7. The upgraded motor is a high efficiency motor which helps in lowering the power consumption.</li> <li>RO # 1 &amp; 2 Membranes. Replaced the total membranes in RO Stage#1. This increases the Permeate output and simultaneously reduces the Reject Water, thus helps in overall reduction of water consumption.</li> <li>Lightning Protection. Installation of this system will help in bringdown the Electric Power Consumption per Ton of CPC produced by avoiding the tripping of the Plants during the bad weather conditions especially during Lightenings.</li> <li>Robinson K1 &amp; K2 Burner System Replacement. Offers improved performance with Pyro Temp and emissions control</li> <li>Robinson Baghouse upgrade. Offers improved performance.</li> <li>Corporate Sustainability Energy Monitoring. Supports energy reduction projects and is improvement over status quo</li> <li>Installation and commissioning of three Diesel Generators with acoustic enclosures. The reliability of plant operations has improved with these units, especially during black-out conditions. They are also energy efficient and meet all environment norms in terms of emissions and noise levels.</li> <li>Replacement of KTD furnaces at Castrop-Rauxel</li> <li>Pitch Coolers (Hot Oil Conversion) at Hamilton</li> <li>Catalyst change PA2 at Zelzate</li> <li>Waste gas cleaning and Sulphur removal at Hamilton</li> <li>FGI Benzene Header Separation at Hamilton</li> <li>Leak free pumps at Zelzate</li> <li>Condenser 40W703 at Zelzate</li> <li>DeNOx WSA at Zelzate</li> <li>Lime sludge drying - next steps at Duisburg</li> <li>Installation of Vacuum Pumps on HSPP at Hamilton</li> </ul>
R&D	RCI: 100%	RCI: 95%	<p><b>RCI:</b> Anhydrous carbonaceous pellets (ACP) related process development and biocarbon research</p> <p>The environmental impact of product innovation is mainly at customers and technical product applications in which the newly introduced products help to reduce GHG emissions, improve environmental impact and toxicity, or improve energy efficiency.</p> <p>Highlights for 2023:</p> <p><u>Advanced Materials (Resins &amp; Engineered products)</u></p> <ul style="list-style-type: none"> <li>With NOVARES® TN 120 ECO the first ISCC Plus certified hydrocarbon resin product has been sold under the ECO label to the adhesives market in 2023.</li> <li>NOVARES® TM 120 has been launched as a new water-white, odor-free and non-toxic pure monomer resin product with a softening point of 120°C in the adhesives market</li> </ul>

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
			<p>Larger scale samples of the newly developed NOVARES® MP 50/LM liquid hydrocarbon resin product family were supplied as a part of the marketing plan to customers in the coatings industry as possible substitutes of the NOVARES® LS and LA liquid hydrocarbon resin products which have been under scrutiny by the European Chemicals Agency (ECHA) as potential substances of very high concern which could lead to a ban of such products. The NOVARES® MP50/LM liquid hydrocarbon resin product family has been developed in the last couple of years to prepare such a scenario.</p> <p>The NOVARES® Pure 2090 hydrogenated hydrocarbon resin could be developed as a color-less, odor-less, and non-toxic resin product and could be homologated in the cosmetic industry where it is mainly applied in depilatories.</p> <p>The newly introduced feed cooling in the manufacturing process of NOVARES® TM 85 AS water-white and odor-free pure monomer resin not only improved the product quality and batch consistency but also the process yields by 5 %. In addition, with the new feed cooling less out-of-spec product batches are produced during the start-up phase of each process campaign.</p> <p>The recycling of xylene used as a process solvent in the production of NOVARES® TM pure monomer resin was developed during 2023 and will be introduced in the industrial production process of these water-white, odor-free, and non-toxic pure monomer resins from the first quarter 2024. The recycled xylene will be re-used in the process which will improve the economics of the pure monomer resin manufacturing process as well as its sustainability.</p> <p>Savings in waste-water volumes achieved by adjustments of the manufacturing process of the NOVARES® LA products have increased the sustainability of this liquid resin product family used in the coatings industry.</p> <p>The recycling of phenol, that could be introduced in the manufacture of NOVARES® LS products, helps to avoid phenol-containing waste during the production of these products and by this improving their ecological and economical sustainability.</p> <p>Substantial yield improvement at the same raw material use and energy expenditure could be achieved in the manufacturing process of the petroleum-based NOVARES® Y-TC 10 indene-based hydrocarbon resin leading to an improved economics and sustainability of the product mainly applied as additive in the rubber industry.</p> <p>NOVARES® Pure 2100 hydrogenated hydrocarbon resin can reduce, if used as a tackifier in the tire threads, the rolling resistance of car tires and by that improves the fuel consumption of internal combustion engine cars or the energy consumption/driving range of electric vehicles.</p> <p>NOVARES® L 100 could be homologated as a plasticizer substituting the traditional phthalate plasticizers being banned for ecological reasons in liquid polyurethane adhesives.</p> <p>The quality of the PETRORES® and LIONCOAT® product lines that are used as thermoplastic carbon precursors in the manufacturing of carbonaceous battery anode material for lithium-ion batteries for consumer electronics, electric vehicles, and battery energy storage could be further improved. A big progress was hereby achieved in product purity and content of metal particles affecting the safety of the lithium-ion battery cells. Several purification and pre-processing steps that have been introduced in the manufacture process chain of these carbon precursors could not only improve quality but at the same time broadened the availability of usable raw material by-product streams that are up cycled to obtain the desired products.</p> <p><u>Carbon</u></p> <p>Projects with sustainability impact in this business segment are mainly driven by Process Engineering and Production.</p>

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2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

### **Rain Carbon Inc.:**

Supply chain sustainability is managed differently and individually at each legal entity. Procedures are in place that require full check of whether a new purchased product fulfils all environmental and safety requirements, including risk analysis and regulatory compliance check. In general, we aim for further harmonizing our approach to do supplier assessments according to national and global regulations. Specific measures include the following:

### **U.S.:**

- A Supplier Code of Conduct was established in 2023 for our US business.
- Prior to becoming an approved supplier, each company must complete and sign a Master Service Agreement (MSA) and obtain an approved rating in ISNetworld

### **Germany**

- Once a year the performance of selected suppliers is assessed. The assessment, amongst others, includes whether an environmental or energy management system is implemented.
- Terms and conditions define certain requirements for suppliers including payment of minimum wages.

- b. If yes, what percentage of inputs were sourced sustainably?

A respective KPI is not monitored for RCI, RCL and RIL. However, a systematic and standardized approach is under review. Once implemented respective KPIs will be available.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Subsidiary Companies in India and US are engaged in the business of manufacture and sale of Cement (India) and Calcined Petroleum Coke (India and US). In the process of manufacture of Cement and Calcined Petroleum Coke, plants generate electricity through waste heat recovery-based power plants which converts the waste heat generated into electricity. In the manufacture of Cement, there is no solid or liquid waste arising from this process. For distillation and calcination, a major part of our products are intermediates and are converted into CO<sub>2</sub>. Thus, there are no end-consumer products that can be reclaimed.

The US facilities take part in a universal waste disposal program to eliminate waste in a facility designated for this product for treatment. The US facilities are also working with authorities to dispose of secondary products for beneficial use, as well as for agricultural use.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No):

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:

Waste collection plan under development for RCL

## Leadership Indicators:

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA	Calcined Pet Coke	Not assessed	Product Carbon Footprint	Yes*	No
NA	Coal tar and Petro pitch	Not assessed	Product Carbon Footprint	Yes*	No
NA	Novares resins	Not assessed	Product Carbon Footprint	No	No
NA	Benzene	Not assessed	Product Carbon Footprint	No	No
NA	Naphthalene	Not assessed	Product Carbon Footprint	No	No

\*Assessment done internally but critical review done externally

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA	NA	NA

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Fly Ash	22.1%	24% (Share by weight)
Advanced Materials	Advanced Materials/Resins & Modifiers: < 1%	Advanced Materials/Resins & Modifiers: < 1%

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste (non-hazardous waste)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

\*Products are not reclaimed at the end of life. Packaging material is also not reclaimed; however, this is reused outside of Rain's operation e.g., in the case of IBCs.

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

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### PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

#### Essential Indicators:

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,259	1,243	98.7%	1,188	94.4%	0	0%	251	19.9%	538	42.7%
Female	197	188	95.4%	161	81.7%	139	70.6%	0	0%	11	5.6%
Total	1,456	1,431	98.3%	1,349	92.7%	139	9.5%	251	17.2%	549	37.7%
Other than Permanent employees*											
Male	14	12	85.7%	12	85.7%	0	0%	12	85.7%	0	0.0%
Female	6	6	100.0%	6	100.0%	6	100.0%	0	0%	0	0.0%
Total	20	18	90.0%	18	90.0%	6	30%	12	60%	0	0.0%

\*incl. apprenticeship

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	816	795	97.4%	689	84.4%	0	0%	262	32.1%	59	7.2%
Female	18	17	94.4%	13	72.2%	11	61.1%	0	0%	0	0.0%
Total	834	812	97.4%	702	84.2%	11	1.3%	262	31.4%	59	7.1%
Other than Permanent workers*											
Male	71	67	94.4%	67	94.4%	0	0%	59	83.1%	0	0%
Female	5	5	100.0%	5	100.0%	5	100%	0	0%	0	0%
Total	76	72	94.7%	72	94.7%	5	6.6%	59	77.6%	0	0%

\*incl. apprenticeship

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

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	₹ 3,00,000/-	₹ 3,00,000/-

2. Details of retirement benefits, for Current FY and Previous Financial Year\* (\*only India)

Benefits	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y

Benefits	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
ESI	0%	14%	Y	0%	14%	Y
Others (please Specify)	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. \* (\*only India)

Yes, <https://www.rain-industries.com/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	RCI: Yes, depending on the grievance: Rain Carbon Inc. reporting & escalation policy – general non-compliance topics, grievance via the workers council regarding workplace grievances, grievance via the anti-discrimination officer for discrimination topics, grievances via data protection officer for data protection topics. If a disabled person feels discriminated the employee can contact also the severe disabled representative +local laws
Other than Permanent Workers	
Permanent Employees	RCL: YES, the company has adopted Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted to the work force about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The Complainant under the policy is protected from victimization. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimization.
Other than Permanent Employees	

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

Category	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of Employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>654</b>	<b>0</b>	<b>0.0%</b>	<b>637</b>	<b>0</b>	<b>0.0%</b>
Male	608	0	0.0%	590	0	0.0%
Female	46	0	0.0%	47	0	0.0%
<b>Total Permanent Workers</b>	<b>238</b>	<b>122</b>	<b>51.3%</b>	<b>251</b>	<b>123</b>	<b>49.0%</b>
Male	230	119	51.7%	245	120	49.0%
Female	8	3	37.5%	6	3	50.0%

### 8. Details of training given to employees and workers:

Category	FY ended December 31, 2023 (Current Financial Year)					FY ended December 31, 2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1,035	960	92.8%	686	66.3%	1,120	963	86.0%	636	56.8%
Female	169	146	86.4%	152	89.9%	182	153	84.1%	141	77.5%
<b>Total</b>	<b>1,204</b>	<b>1,106</b>	<b>91.9%</b>	<b>838</b>	<b>69.6%</b>	<b>1,302</b>	<b>1116</b>	<b>85.7%</b>	<b>777</b>	<b>59.7%</b>
<b>Workers</b>										
Male	775	742	95.7%	537	69.3%	932	792	85.0%	674	72.3%
Female	23	23	100.0%	20	87.0%	22	21	95.5%	17	77.3%
<b>Total</b>	<b>798</b>	<b>765</b>	<b>95.9%</b>	<b>557</b>	<b>69.8%</b>	<b>954</b>	<b>813</b>	<b>85.2%</b>	<b>691</b>	<b>72.4%</b>

\*no data available for Rain bv

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

Category	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,163	985	84.7%	845	704	83.3%
Female	166	135	81.3%	227	125	55.1%
<b>Total</b>	<b>1,329</b>	<b>1,120</b>	<b>84.3%</b>	<b>1072</b>	<b>829</b>	<b>77.3%</b>
<b>Workers</b>						
Male	836	515	61.6%	460	264	57.4%
Female	17	9	52.9%	15	10	66.7%
<b>Total</b>	<b>853</b>	<b>524</b>	<b>61.4%</b>	<b>475</b>	<b>274</b>	<b>57.7%</b>

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes. For both our carbon and cement business units we are implementing additional improvements to our safety management systems, based on recommendations by the National Safety Council, British safety council and other third-party auditors such as Chola MS to improve the effectiveness of our existing safety systems and procedures. We are also implementing KAIZEN framework at our carbon units and quality circle initiatives at our cement units. Both of our cement plants (Rain Cements Ltd.) and three of our European sites (Rain Carbon Inc.) hold the ISO 45001 certification. Recently, we have appointed a Group Chief Medical Officer in corporate office, in order to strengthen the medical and wellness campaign throughout the organization. Additionally, we recently conducted a few medical camps in our cement units, and we have also tied up with Apollo health clinic for annual medical check up of our employees at Carbon units.

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

Our focus includes our Life-Saving Rules campaign, site audits, leadership walkthroughs, and near misses and unsafe conditions/unsafe acts program, and the need for increased safety related communication at all levels of our organization. We also emphasize training to raise awareness about routine and non-routine hazards during, daily working conditions, process changes, project construction and start-ups, and planned shutdowns for repairs and maintenance. We regularly conduct toolbox talks, as part of our safety procedures and before taking up of any new assignments in order to orient safety requirements for the job and precautions to be taken during the course of the said job.

We continuously strive for better safety work standards and to ensure zero incidents. Hence, we continuously work upon areas of improvement in order to have a safer workplace. These areas for improvement are a top priority throughout RAIN and they enables us to make important progress on our 'Quest for Zero' journey.

The Board of Directors evaluates the framework, focusing on discussions regarding management submissions on risks, identifying crucial risks and approving relevant action plans to mitigate such risks based on priority. The responsibility of assisting the Risk Management Committee on an independent basis lies with the internal audit function armed with the complete status of risk assessments and management. Other activities of the Risk Management Committee include obtaining frequent updates on certain identified risks depending on the nature, significance and possible impact on the business.

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

Yes

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

Yes



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

Safety Incident/Number	Category	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.7	0.3
	Workers	0.0	0.5
Total recordable work-related injuries	Employees	7	5
	Workers	0	3
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	3
	Workers	1	3

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

- Ensure compliance with all legal and regulatory requirements.
- Achieve incident-free safety performance based on detailed action plan initiated under the Safety Training Observation Programme (STOP™) a programme of DuPont Sustainable Solutions (DSS), and our new Life-Saving Rules Initiative.
- Train employees by DuPont Sustainable Solutions (DSS) approved trainers.
- Regular safety audits conducted by reputed third parties.
- Accreditation initiatives like reputed bodies such as British Safety Council
- Quality initiatives such as KAIZEN and Quality Circles
- Provide medical facilities and health insurance for all employees.
- Regular medical camps and annual medical check-ups conducted in association with reputed hospitals
- Conduct Global SHE site audits
- Conduct leadership safety management walkthroughs
- Wrote, trained, and implemented a life-saving rules (LSR) global program
- Trained employees on EHS Insight hazard reporting and management tool.

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

	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Prevention of safety-related incidents is one of our highest priorities. We have an extensive safety programme, which includes formal training for all employees, preventive measures such as pre-job safety analyses and a system aimed at identifying risks, taking corrective actions and preventing incidents. We regularly conduct internal audits of this safety system. We also conduct regular toolbox talks to create awareness of safety requirements related to our activities. Our management team has implemented a structured process for handling, monitoring, documenting and learning from near-miss accidents. We have taken stringent measures to reduce the number of recordable incidents Company-wide and the monetary incentives of most employees are linked to fulfilling the Company's safety targets.

After auditing sites or investigating incidents, multiple corrective actions could be implemented. We use the hierarchy of controls system to first eliminate the hazard, if possible, and then work down to the PPE level. It is not uncommon for two or more hierarchy levels to be implemented for one incident or hazard identification. Each corrective action is recorded along with the hazard or incident and then communicated to all sites for further implementation, to correct similar hazards at other sites.

As part of quality initiatives, the KAIZEN and the Quality circle introduction would also further cover the importance of the safety standards for bringing better efficiency and productivity in the system.

### Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of
  - (A) Employees (Y/N): Yes (covered under group personal accident policy, gratuity)
  - (B) Workers (Y/N): Yes (covered under workmen compensation act, group personal accident policy and ESIC scheme)

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

All Statutory Compliances are monitored in SAP – Customised Report, which triggers alert to people responsible for such compliance and also gets escalated to his / her seniors to avoid any non-compliances.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Employees	1	3	1	3
Workers*	1	3	-	2

\*Numbers for RCI and RCL

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4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	NIL
Working Conditions	NIL

\*Covered under agreements – check of H&S reports; Assessing working conditions at our sites for contractors working at our sites

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

**RCI:** At Rain Carbon Inc., we do not have a standardized process for the assessment of raw material suppliers yet. However, we have started reviewing our raw material suppliers as well as goods and services providers for evidence of their position on certain criteria.

**RCL:** We are working to incorporate environmental and social clauses in contracts with critical suppliers

## PRINCIPLE 4:

### Businesses should respect the interests of and be responsive to all its stakeholders

#### Essential Indicators:

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

We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external and direct as well as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities and the community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	We use digital as well as physical channels of communication including but not limited to e-mails, leadership touchpoints and appraisal and training programmes for personal and professional growth.	Daily	Through physical and digital channels of communication, we aim to provide our employees an empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues globally including those in corporate offices, manufacturing locations and in the field.
Investors	No	We interact with our shareholders, potential investors and research analysts through investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.	Quarterly and need-based	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement includes an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Physical and virtual meetings, customer events, calls, e-mail and website.	Daily	We engage with our customers to ensure regular supply of the products, keep them informed about new products, participate in the bids/ tenders and maximize the outreach of our products.
Suppliers & Partners	No	Physical and virtual meetings, supplier forums, partner events, calls, e-mail and website.	Frequent and need-based	To make suppliers aware of the requirements of the Company with respect to the quality and other specifications. They are also made aware of the policies of the Company with respect to the ethical practices and also the quality standards maintained by the Company.
Government authorities	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	Need-based	With regulatory authorities, our engagement is aimed at discharging responsibilities. With policymakers, our engagement aims to understand and discuss matters pertaining to the industry.
Community	No	Our engagement with the community includes physical visits as well as digital channels.	Frequent and need-based	With giving back to society as a core tenet of the Company, our corporate social responsibility and employee volunteering programmes target the areas of education, health and Rural Development activities.

### Leadership Indicators:

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from such consultations is shared with the Board during the quarterly Board meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Effective engagement helps us connect stakeholder needs with organizational goals, creating the basis of an effective strategy development and unlocking greater shared value for all stakeholders. We use multiple platforms to engage with a wide variety of stakeholders to understand their unique needs and concerns and chart out suitable strategies to address them. Our internal and external stakeholders identified key material topics across ESG that are likely to impact RAIN Group's business like product availability, responsible pricing and affordability, high-quality, safety, anti-bribery and corruption. These topics have been considered in the list of RAIN action areas and our sustainability framework.

3. Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company and its subsidiaries endeavor to bring meaningful difference in the lives of its associated stakeholders in thrust areas like healthcare, infrastructure support and education. Several initiatives towards healthcare, education, sanitation, safe drinking water, integrated rural development, creation of sustainable livelihoods, etc. have been taken under Corporate Social Responsibility activities of the Company and its subsidiaries.

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### PRINCIPLE 5

Businesses should respect and promote human rights.

#### Essential Indicators:

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: (Employees ever trained / Headcount 31<sup>st</sup> of December)

Category	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,183	1,056	89.3%	1,180	1,141	96.7%
Other than Permanent*	20	18	90.0%	20	18	90.0%
<b>Total Employees</b>	<b>1,203</b>	<b>1,074</b>	<b>89.3%</b>	<b>1,200</b>	<b>1,159</b>	<b>96.6%</b>
<b>Workers</b>						
Permanent	730	622	85.2%	817	772	94.5%
Other than Permanent*	69	59	85.5%	52	39	75.0%
<b>Total Workers</b>	<b>799</b>	<b>681</b>	<b>85.2%</b>	<b>869</b>	<b>811</b>	<b>93.3%</b>

\*incl. apprenticeship

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY ended December 31, 2023 (Current Financial Year)					FY ended December 31, 2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,259	0	0.0%	1,259	100.0%	1,089	0	0.0%	1,089	100.0%
Female	197	0	0.0%	197	100.0%	170	0	0.0%	170	100.0%
<b>Other than Permanent*</b>										
Male	14	0	0.0%	14	100.0%	20	0	0.0%	20	100.0%
Female	6	0	0.0%	6	100.0%	10	0	0.0%	10	100.0%
<b>Workers</b>										
<b>Permanent</b>										
Male	816	0	0.0%	816	100.0%	856	0	0.0%	856	100.0%
Female	18	0	0.0%	18	100.0%	17	0	0.0%	17	100.0%
<b>Other than Permanent*</b>										
Male	71	0	0%	71	100%	77	0	0%	77	100%
Female	5	0	0%	5	100%	6	0	0%	6	100%

\*incl. apprenticeship

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages\*:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	3,40,000	1	4,75,000
Key Managerial Personnel	2	14,508,855	NA	NA
Employees other than Board of Directors and KMP	146	1,086,720	33	8,11,999
Workers	0	-	0	-

Note: Details are only for Rain Industries Limited

#### b. Gross wages paid to females as % of total wages paid by the entity, in the following format\*:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.52%	3.13%

Note: Information provided is for the Indian entities (i.e., Rain Industries Limited, Holding Company, Rain Cements Limited, Wholly Owned Subsidiary Company and Rain CII Carbon (Vizag) Limited, Wholly Owned Subsidiary Company).

#### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

#### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have two anti-discrimination officers. If there is a potential discrimination, an employee can confidentially contact the anti-discrimination officer. The officer will execute an independent investigation. For all human rights issues, employees can bring the issues to a member of the workers council or union. For employees with severe disability, they can in addition contact the disabled representative per site.

All the Companies in RAIN Group have adopted their respective Whistle Blower Policies facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the work force of the group about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The Complainant under the policy is protected from victimization. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimization.

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

	FY ended December 31, 2023 (Current Financial Year)			FY ended December 31, 2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour /Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company will ensure that the complainant or victim or witnesses are not victimized or discriminated against while dealing with complaints of harassment.

All the Companies in RAIN Group have adopted their respective Whistle Blower Policies facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the work force of the group about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The complainant under the policy is protected from victimization. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimization.

However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

1. Ombudsman for Rain Industries Limited and Rain Cements Limited

Name : Mr. N. Sujith Kumar Reddy

Designation : Director of RIL and Managing Director of RCL

Contact Details : Rain Center, 34, Srinagar Colony,  
Hyderabad – 500 073, Telangana State, India.

Phone No. : 040 - 40401234

Fax No. : 040-40401215

Email ID : [ombudsman@priyacement.com](mailto:ombudsman@priyacement.com)

2. Ombudsman for Rain CII Carbon (Vizag) Limited

Name : Mr. N. Sridutt Reddy

Designation : Executive Director

Contact Details : Rain Center, 34, Srinagar Colony,  
Hyderabad – 500 073, Telangana State, India.

Phone No. : 040-440401234

Fax No. : 040-40401214

Email ID : [hq@raincarbon.com](mailto:hq@raincarbon.com)

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

N.A.

### Leadership Indicators:

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints:

**RCI:** NIL, **RIL:** NIL

**RCL:** NIL; No concerns or risks were observed, and hence business processes did not require any modifications. As an organization dedicated to upholding and promoting human rights, this outcome reflects our continuous efforts to maintain a harmonious relationship with all stakeholders, while safeguarding our core value of integrity.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Human rights due diligence is a way for enterprises to proactively manage potential and actual adverse human rights impacts with which they are involved. The prevention of adverse impacts on people is the main purpose of human rights due diligence. It concerns risks to people, not risks to business.

Human rights due diligence involves the actions taken by a Company to both identify and act upon actual and potential human rights risks for employees / workers in its operations, supply chains and the services it uses.

RCI and RIL uses AEB compliance screening software, among others, to determine whether any vendor or customer has been accused of human rights violations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL
Forced Labour/ Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

We do not have a standardized process for the assessment of raw material suppliers yet. However, we have started with reviewing our raw material suppliers as well as goods and services providers for evidence of their position on certain criteria.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Nil



## 6 Statutory reports and financial statements

### PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

#### Essential Indicators:

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	111 TJ	25 TJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>111TJ</b>	<b>25TJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,559 TJ (Including self-generated electricity from waste heat recovery)	2,630 TJ (value corrected from what was provided last year)
Total fuel consumption (E)	11,018 TJ	11,507 TJ
Energy consumption through other sources (F)	0	0 (value corrected from what was provided last year)
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	<b>13,577 TJ</b>	<b>14,137 TJ</b> (value corrected from what was provided last year)
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>13,688 TJ</b>	<b>14,162 TJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000000075	0.000000006
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000062	NA
<b>Energy intensity in terms of physical output</b>	0.0023 TJ/ metric ton of products produced	0,0024 TJ/ metric ton of products produced
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

- Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) - No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

- Provide details of the following disclosures related to water, in the following format:

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)*</b>		
(i) Surface water	1,167,024	1,436,850
(ii) Groundwater	2,853,037	2,894,549
(iii) Third party water	1,535,636	3,259,150
(iv) Seawater / desalinated water	1,277,933	1,407,155
(v) Others	26,108	27,762 (value corrected in comparison to last year)
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>6,859,738</b>	<b>9,025,466</b>

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Total volume of water consumption (in kilolitres)</b>	Water Withdrawal comprises the water taken from surface waterbodies (fresh and saltwater), groundwater aquifers or from third party suppliers. However, the discharge additionally comprises the sources storm- and rainwater. Therefore, water consumption calculated from withdrawal minus discharge is not a representative value and thus not included as an indicator in the current assessment.	
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	NA as water consumption is not calculated	NA
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	NA as water consumption is not calculated	NA
Water intensity in terms of physical output	1.25 (m <sup>3</sup> total water withdrawal / metric ton production volume)	0.70 (m <sup>3</sup> total water withdrawal / metric ton production volume)
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

\*Based on data from all sites except Cherepovets and Chalmette. The site in Chalmette (USA) is supplied by a pump which was dimensioned to supply several companies. By now, Chalmette is the only site which uses the pump. To work at an efficient level, the pump has to withdraw much more water than required by the site. Therefore, most of the withdrawn water is immediately discharged back into the waterbody source and only a smaller share is used for production processes.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?  
(Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

4. Provide the following details related to water discharged:

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)*</b>		
(i) To Surface water	2,453,682	6,405,283 (value corrected in comparison to last year)
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	721,349	788,766 (value corrected in comparison to last year)
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties	2,907,817	869,840 (value corrected in comparison to last year)
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>6,082,848</b>	<b>8,063,890</b>

\*Based on data from all sites except Cherepovets and Chalmette. The site in Chalmette (USA) is supplied by a pump which was dimensioned to supply several companies. By now, Chalmette is the only site which uses the pump. To work at an efficient level, the pump has to withdraw much more water than required by the site. Therefore, most of the withdrawn water is immediately discharged back into the waterbody source and only a smaller share is used for production processes.

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5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

**RCI:** There is no mechanism of Zero Liquid Discharge except for the two plants in India (Visakhapatnam, Atchutapuram)

**RCL:**

We have Zero Liquid Discharge at our cement plants. From the Overhead tank through pipeline water is pumped to bearings [Note: After cooling the bearing water will come to water cooling sump and against it will go to heat exchangers, the same water is collected in a sump, further cooled in the cooling tower and stored in soft water tank pumped to overhead tank for recycling.] The same was used for bearings cooling. Installed lotus system in cooling tower discharge for water softening. There is no liquid discharge in the above system.

Colony STP outlet treated water is used for Colony Plantation and Green belt development. Treated water from STP is also being used for dust control. Demineralised Plant effluent water, boiler blow down and auxiliary cooling tower water is reused in process and green belt development.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
NOx *	Metric tons	3,383	2,876
SOx **	Metric tons	13,033	13,147
Particulate matter (PM) ***	Metric tons	887	966
Persistent organic pollutants (POP)	Nil	NA	NA
Volatile organic compounds (VOC) ****	Metric tons	237	243
Hazardous air pollutants (HAP) *****	Metric tons	147	168
Others – please specify	Nil	NA	NA

\* Data available for all applicable sites, except Castrop-Rauxel, Kedzierzyn-Kozle and Visakhapatnam

\*\* Data available for all applicable sites, except Castrop-Rauxel and Kedzierzyn-Kozle

\*\*\* Data available for all applicable sites, except Castrop-Rauxel, Zelzate and Kedzierzyn-Kozle.

\*\*\*\* Data available for all applicable sites, except Castrop-Rauxel, Duisburg, Kedzierzyn-Kozle, Viskhapatnam and Atchutapuram

\*\*\*\*\* Data available for all applicable sites, except Castrop-Rauxel, Zelzate and Viskahapatnam

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Total Scope 1 emissions*</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,098,543* (Only CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O; excluding mobile combustion)	3,030,410 (Value corrected in comparison to last year) (Only CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O; excluding mobile combustion)

Parameter	Unit	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	183,069	188,060
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent / rupee of turnover	0.000018	0.000015
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent / rupee of turnover adjusted for PPP	0.00149	(indicator was not included last year)
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tons CO <sub>2</sub> e/ metric ton produced	0.5595	0.5498 (Value corrected in comparison to last year)
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		/	/

\*Only the following greenhouse gases are included in our assessment: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Over the recent years the company has developed various concepts and measure to reduce Rains GHG emissions including the following:

**RCI:**

- Increase utilization of green electricity
- Exchange of outdated equipment (e.g., pumps, ovens for distillation) with state-of-the-art energy efficient equipment
- Process optimization in chemical production of resins

**RCL:**

- Increase of solar power capacities which has helped us reduce our scope 2 GHG emissions.

**Solar generation capacity Installed at RCL - Unit-1**

- Till CY 2022: 5.642 MW
  - 1.0 MW AC SPP – Phase-1 – in Sep'2020
  - 1.0 MW AC SPP – Phase-2– in Sep'2021
  - 3.6 MW AC SPP – in Oct'2022
- Additional capacity installed in CY 2023: NIL
- Details: Roof Top: 31.9KW SPP

**Solar generation capacity Installed at RCL – Unit-2**

- Till CY 2022 : 1.060 MW
- Additional capacity installed in CY 2023: 12.20 MW
- Details are as follows:
- Ground mount:
  - 10 MW AC SPP – Jan 2023
  - 2.2 MW AC SPP – Apr 2023
  - 1 MW AC SPP - Oct 2020

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- Roof Top:
  - 40 KW SPP – Mar 2021
  - 20 KW SPP – Mar 2021

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Not assessed	Not assessed
E-waste (B)	Not assessed	Not assessed
Bio-medical waste (C)	Not assessed	Not assessed
Construction and demolition waste (D)	Not assessed	Not assessed
Battery waste (E)	Not assessed	Not assessed
Radioactive waste (F)	Not assessed	Not assessed
Other Hazardous waste. Please specify, if any. (G)	29,204 metric tons	49,807
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	79,093 metric tons	66,308 (Value corrected in comparison to last year)
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>108,296 metric tons</b>	<b>116,115 (Value corrected in comparison to last year)</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000597	(Indicator was not included last year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000049	(Indicator was not included last year)
Waste intensity in terms of physical output	0,0185 (metric ton total waste / metric ton production volume)	0,0198 (metric ton total waste / metric ton production volume)
Waste intensity (optional) – the relevant metric may be selected by the entity	/	/
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	65,410 metric tons	60,276
(ii) Re-used	0 metric tons	3,723
(iii) Other recovery operations	9,137 metric tons	3,758
<b>Total</b>	<b>74,547 metric tons</b>	<b>67,757</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	11,126	6,316
(ii) Landfilling	7,619	19,489
(iii) Other disposal operations	5,964	22,265
<b>Total</b>	<b>24,709</b>	<b>48,070</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?  
(Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

**RCI:** Our production processes aim at highest resource efficiency in converting as much raw materials as possible into products and thus, minimising waste volumes. We implemented multiple activities across our global operations that are described in the non-statutory section of this report.

All of our facilities go through a chemical approval process to reduce/eliminate employee exposure to hazardous chemicals while reducing or eliminating environmental concerns. The process identifies chemicals reviewed and approved by the responsible BU official and his/her designees.

In our calcination facilities for example, a chemical approval form will be completed by the site and submitted to the S&H Manager, North America for approval. You must give how the chemical will be used and whether or not it will replace an existing chemical. An SDS must also be provided listing any hazards associated with the chemical.

**RCL:** Household waste collection, segregation and disposal/ use as compost/ incinerated in kiln is being done at RCL since past 2 years from every house. Not many waste products are there in cement, limestone mining generates some waste such as oil/ fuel.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

RCI:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Chalmette	Calcination	Yes
2	Gramercy	Calcination	Yes
3	Lake Charles	Calcination	Yes
4	Zelzate	Coal tar and PFO distillation, benzol distillation and production of PA	Yes (an impact assessment is done extensively in the environmental effect report (MER) and more limited in every permit application where an impact is possible.)

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Rain Carbon Bv - Permit application approved May 2023)	ESM22100411	May 11, 2023 permit granted by authorities.	The study was conducted by an external expert (certified by the government as expert in air emissions)	The conclusion was that there was no severe impact on the ecological sensitive areas nearby. People can consult the permit	-

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The Company has complied with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
NA				

## 6 Statutory reports and financial statements

### Leadership Indicators:

#### 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Production sites that operate in areas with water stress are Hamilton (high (40-80%)), Zelzate (extremely high (>80%)), Kurnool (extremely high (>80%)) and Suryapet (high (40-80%))
- Nature of operations: Manufacturing of Calcined Petroleum Coke, Coal Tar Pitch and Cement.
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	944,378	757,484
(ii) Groundwater	125,881	160,633
(iii) Third party water	322,419	223,973
(iv) Seawater / desalinated water	0	0
(v) Others	16,038	20,444
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>1,408,716</b>	<b>1,162,534</b>
<b>Total volume of water consumption (in kilolitres)</b>	Water Withdrawal comprises the water taken from surface waterbodies (fresh and saltwater), groundwater aquifers or from third party suppliers. However, the discharge additionally comprises the sources storm- and rainwater. Therefore, water consumption calculated from withdrawal minus discharge is not a representative value and thus not included as an indicator in the current assessment.	
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	Not assessed, see comment above	
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0.40 (m <sup>3</sup> water withdrawal/ metric ton of products produced)	0.31 (m <sup>3</sup> water withdrawal/ metric ton of products produced)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	282,760	278,751
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	133,313	120,790
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>416,073</b>	<b>399,541</b>

Sites in water stress: Production sites that operate in areas with water stress are Hamilton (high (40-80%)), Zelzate (extremely high (>80%)), Kurnool (extremely high (>80%)) and Suryapet (high (40-80%))

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPI's (except for Russian entity): External certifier DQS.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA*	NA
<b>Total Scope 3 emissions per rupee of turnover</b>	-	NA*	NA
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	NA*	NA

**\*For RCI:** During 2023 we initiated a major cross company project in order to assess our Scope 3 emission. Following the GHG Protocol all categories were evaluated. Based on relevance and data availability we have selected the most significant categories for our initial Scope 3 data collection.

Throughout Q3 and Q4 we have started to collect respective data for CY2022 as a pilot to define respective data collection and calculation processes. First results suggest that Category 11 per GHG Protocol : use of sold products and Category 1 per GHG Protocol: Purchased goods and services are having the highest impact for Rain Carbon. We will continue to evaluate the data and establish data collection processes throughout 2024.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

**Rain Carbon Bv** - The study showed that there were no significant impacts on the ecological sensitive areas nearby (NOx and SOx).

**RCL:** Recent study conducted in our both Cement Units concluded there were no impact due to NOx and SOx emissions on the Biodiversity. To prove the same to Govt Authorities, we have established Cow Forms within our factory premises in our both Cement Units.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Rain Cements Ltd., India	Investment in Solar power of 12.20 MW	Overall improvement in scope-1 and scope-2 GHG emissions
2	Carbon and advanced materials, Zelate site, Belgium	Reverse osmosis technology currently under testing Pre-test with tar centrifuge finalized. Centrifuge will be installed to remove tar sediments out of the storage tank without emissions Installation of DeNOx unit	See positive impact for Hamilton site Improved mass balance and reduced overall CO <sub>2</sub> emissions Reduction of NOx emissions
3	Carbon and advanced materials, Castrop Rauxel site, Germany	Renewal of heating technology for continuous tar distillation plant: Replacement of gas burner with new state-of-the-art burner Overhaul; of the steam pipeline network: overall steam pressure was reduced and unnecessary steam pipes were removed from the system. In addition, state-of-the-art venturi steam traps were implemented Several steam-related measures were implemented including an economizer for one of the steam boilers	Reduction of NOx emissions Overall natural gas consumption was reduced by 21 GWh (CY 2023 vs CY 2022) Overall improvement for condensate recuperation



## 6 Statutory reports and financial statements

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Carbon and advanced materials, Hamilton site, Canada	Modernization of Reverse osmosis unit behind the stormwater treatment unit	Recycling of rainwater will lead to decrease of wastewater to city sewer. Increase of recycling rates of boiler feedwater will lead to lower blowdown and hence less steam consumption
		Condensate return manifolds and steam tracing lines were replaced	Increase of recycled rate of condensate, reduction of steam consumption and lower natural gas consumption
5	Carbon GRAMERCY, USA – Energy efficiency project	<ul style="list-style-type: none"> <li>• Installation of VFD Drive Air Compressor</li> <li>• Installation of Energy Monitoring Equipment to determine inefficiencies.</li> <li>• Continually updating bulbs to LED lighting.</li> </ul>	Overall reduction of energy consumption and thus, improvement of scope-1 and scope-2 emissions.
6	Carbon NORCO, USA	Energy Efficiency Projects: <ul style="list-style-type: none"> <li>• Installation of VFD Drive Air Compressor</li> <li>• Installation of Energy Monitoring Equipment to determine inefficiencies.</li> <li>• Replacement of Expansion Joints to reduce tramp air flow into the flue gas stream which decreases load on induced draft fan.</li> </ul>	Overall reduction of energy consumption and thus, improvement of scope-1 and scope-2 emissions.
		Lime mixture disposal project: <ul style="list-style-type: none"> <li>• Norco has received approval for a new beneficial use plan for the scrubbed spent lime material. Beneficial use sites have been located to receive this material. Norco will also apply with the Department of Louisiana Ag and Forestry for a Best Management and Practice's approval in 2024 so the spent lime can be used on agricultural land.</li> </ul>	Reduced overall waste volume
7	Carbon CHALMETTE, USA	<ul style="list-style-type: none"> <li>• Installation of Energy Monitoring Equipment to determine inefficiencies.</li> </ul>	Overall reduction of energy consumption and thus, improvement of scope-1 and scope-2 emissions.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

**RCI:** We have emergency preparedness plans in place for each site to address any external and internal disasters. These plans have a clear focus on minimizing exposure with hazardous situations and cover various scenarios with clear assignments of responsibilities. This also includes business continuity measures per business segment.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No adverse impact to the environment.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

None

## PRINCIPLE 7

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

### Essential Indicators:

1. a. Number of affiliations with trade and industry chambers/ associations.

**RCI:** 38 affiliations with trade and industry chambers/ associations

**RIL and RCL:** One. The Company is a member of Federation of Telangana Chamber of Commerce and Industry (FTCCI), Telangana State, India.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body the entity is a member of/ affiliated to.

S. No.	Name of the Trade and Industry Chambers/ Associations	Reach of trade and Industry Chambers/ Associations (State/National)
1	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	Telangana, India (State)
2	Cefic	Europe (National)
3	VCI	Germany (National)
4	ASI	Global (National)
5	ACCCI	North America (National)
6	Essenscia	Belgium (National)
7	Creosote Council III	North America (National)
8	PCTC	USA and Canada (National)
9	RTA	USA (National)
10	Chemical Industry Council of Illinois (CICI)	USA (State of Illinois)

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

### Leadership Indicators:

1. Details of public policy positions advocated by the entity:

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	Nil				

### PRINCIPLE 8

#### Businesses should promote inclusive growth and equitable development

##### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Nil						

- Describe the mechanisms to receive and redress grievances of the community.

The Board of Directors of the Company had adopted the Whistle Blower Policy and appointed an ombudsman. A mechanism has been established for all stakeholders including Directors, employees, vendors and suppliers to report concerns about unethical behavior, actual or suspected fraud or violation of Code of Conduct and Ethics. It also provides for adequate safeguards against the victimization of employees who avail of the mechanism and allows direct access to the Chairperson of the audit committee in exceptional cases. The Audit Committee reviews periodically the functioning of whistle blower mechanism. No personnel have been denied access to the Audit Committee. A copy of the Whistle Blower Policy is also available on the website of the Company:  
[https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023\\_20230524042659.pdf](https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023_20230524042659.pdf)

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Directly sourced from MSMEs / small producers	N.A	N.A
Directly from within India	23%	23%

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY ended December 31, 2023 (Current Financial Year)	FY ended December 31, 2022 (Previous Financial Year)
Rural	20.14	20.46
Semi-urban	11.84	10.84
Urban	7.20	7.41
Metropolitan	60.82	61.29

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Telangana State, India	Suryapet, District	₹ 42.93 million
2	Andhra Pradesh State, India	Nellore & Kurnool, District	₹ 77.74 million

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) – No  
(b) From which marginalized /vulnerable groups do you procure- Nil.  
(c) What percentage of total procurement (by value) does it constitute- Nil.
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	Nil			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	2,458	100
2	Health	102,175	100

## 6 Statutory reports and financial statements

### PRINCIPLE 9

**Businesses should engage with and provide value to their consumers in a responsible manner.**

#### Essential Indicators:

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

On the website of the Company, contact details are provided for redressal of grievances and complaints on the products. The grievances are resolved without any delay.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product*	2.35%
Safe and responsible usage	100%**
Recycling and/or safe disposal	>90%***

\*This includes the following products, CARBORES, PETRORES, ISSC Plus, Portland (higher content of fly ash). However, it does not include the large production volumes of coal tar pitch and calcined petroleum coke which enable state of the art and most efficient access route to primary aluminum.

\*\*This requires strict compliance with the recommendations in the Safety Data Sheets (SDS) issued.

\*\*\*This includes the electrochemical consumption of carbon products in aluminum production or steel recycling. Further this includes the thermal incineration of creosote treated articles at the end of its life span.

3. Number of consumer complaints in respect of the following:

	FY ended December 31, 2023 (Current Financial Year)			Remarks	FY ended December 31, 2022 (Previous Financial Year)			Remarks
	Received during the year	Pending resolution at end of year			Received during the year	Pending resolution at end of year		
Data privacy	Nil	Nil		Nil	Nil	Nil		Nil
Advertising	Nil	Nil		Nil	Nil	Nil		Nil
Cyber-security	Nil	Nil		Nil	Nil	Nil		Nil
Delivery of essential services	Nil	Nil		Nil	Nil	Nil		Nil
Restrictive Trade Practices	Nil	Nil		Nil	Nil	Nil		Nil
Unfair Trade Practices	Nil	Nil		Nil	Nil	Nil		Nil
Other	Nil	Nil		Nil	Nil	Nil		Nil

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

<https://www.rain-industries.com/investors/disclosure-under-regulation-46#policies>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:

As a better security and preventive measure, RAIN is implementing an ISO 27K information security standards and planning to get an ISO 27 K certification.

7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches - Nil
  - b. Percentage of data breaches involving personally identifiable information of customers – 0%
  - c. Impact, if any, of the data breaches - Nil

#### Leadership Indicators:

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
<https://www.rain-industries.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
We fulfill all legal requirements related to hazard communication including provision of Safety Data Sheets and Product labels to our value chain partners.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Necessary information is placed on the website of the Company.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
  
Yes. The Company and its subsidiary Companies displays product information on the product label as per the requirement of law. The Company has not carried out any formal consumer survey/consumer satisfaction trends. However, the Company keeps track of responses/comments from various stakeholders.

On behalf of the Board of Directors  
for **Rain Industries Limited**

**N. Radhakrishna Reddy**  
Managing Director  
DIN: 00021052

**Jagan Mohan Reddy Nellore**  
Director  
DIN: 00017633

Place: Hyderabad  
Date: February 23, 2024