

SA developments. The Auditor certification program is an example. Close to 100 percent of employees and contractors were trained on topics related to occupational health and safety. Resilience was a focus this year, connecting with the employees and their families to cope up with the pandemic and the mechanisms to be resilient and overcome the pandemic turbulence over 100 sessions on the topic completed through the year.

To ensure safe operations, hazard reporting resolution of reported hazards was implemented. The Company received a total of 13,000 hazards during the period under review and 99 percent of the reported hazards were resolved during the period under review and the balance being done. A total of around 3,000 Sustainability Observations Tours (SOTs) were conducted during the period under review across the Company which included not just safety but also health, environment and security related observations. The Company clocked a total of 12 million contractor man-hours worked and 14 million employee man-hours worked, with zero work related fatality, zero serious injuries, one high potential incident, two lost time injuries and five medical treatment injuries. The Company worked and achieved the objective of TRIFR reduction by 20 percent when compared to the previous year.

To motivate and propagate good safety practices within the Company, it continued to appreciate and reward key innovations, best practices by individuals and teams and these were recognized and rewarded under the Company's annual HSE and Sustainability awards program. The HSE/SA Award program was launched early December 2020 under seven main categories for employees and contractors to participate. The award winners would be announced during 2021. The Company also followed the fair process to recognise contributions to HSE.

The Company established the HSE/SA Board and the board meets and reviews the performance of the HSE/SA Quarterly.

The business performance over the quarter is reviewed and actions proposed for further development. A comprehensive physical audit of the factories were carried out at the start of the year, with over 2,000 gaps being identified and the business closed all of the identified Hazards in a sustainable manner.

Occupational health and wellbeing continued to be another key HSE/SA focus for the Company. Various health programs such as occupational health checks for critical functions, resilience program with focus on breathing meditation, relaxation sessions, yoga and stretching exercise sessions were conducted. Training sessions on the usage of Automated External Defibrillator (AED) that have been deployed across locations and on Basic Life Support (BLS) were conducted. There was also increased communication by the Company on general health information to all employees through various means including weekly mail communications. The Company came out with the 'NO TOBACCO' program and converted all facilities as Tobacco free Zones.

Health was an area of focus during the year due to the COVID-19 pandemic, Governmental guidelines were followed

along with the good practices recommended to safeguard our employees from the virus attack. The Company took extensive steps in training the employees on COVID-19 and the hygiene practices those were to be followed to stay safe.

The Company also came up with the voluntary COVID-19 screening camp at free of cost for employees and contractors and over 5,000 beneficiaries from this program.

The Company also tied up with hospitals across major cities of operations and had a tie-up with a national level service provider to support the employees and their families with testing, treatment, consultation, supply of medicines, personal counselling and other value-added services.

Environmental management

The Company is compliant with all statutory requirements related to environment, and specific environment-related challenges are addressed under the direct supervision of location heads. There were no monetary fines/penalties for Environmental non-compliances paid by the Company during the period under review.

The Company has made significant progress towards its energy and climate goals. The Company's grid electricity consumption in the year was 30,538 MWh of which 47.5 percent is via renewable power purchase which in turn reduced its scope-emissions. Renewables power purchase and in-house solar installations for street lighting has supported the environmental objectives.

The Company had undertaken several energy optimization projects across all factories which includes, replacing conventional lightings with LED lamps, maintaining power factor at unity, provision of Variable Frequency Drives for HVAC systems, replacement of old motors with energy efficient ones, installation of advantage power regulators and all of these resulting in over 20,00,000 kWh consumption reduction through the year

Water management

Water withdrawal in the year was 300 KL at the Company's Mysore manufacturing. In 2020, Mysuru factory achieved 20 percent reduction of specific water consumption and Halol factory achieved 26 percent reduction of specific water consumption. Although the manufacturing processes in most sites of the Company are not water intensive, water is considered material to its operations due to the growing demand for freshwater in the country. Efforts to reduce freshwater withdrawals include conservative use of water in its operations by using water efficient fixtures in buildings and water reuse. Closed loop systems are used for the Company's cooling systems and industrial processes and in-house Sewage Treatment Plants (STP) aid in the Company's recycling efforts. Water treated in the Company's STP is used for irrigation of gardens and for sanitation purposes. The Company had merged multiple small effluent treatments