

Registered Office:  
" Maithri "  
132, Cathedral Road,  
Chennai 600 086.  
India.

Tel : 91 44 2811 2472  
URL : [www.ranegroup.com](http://www.ranegroup.com)

CIN : L35999TN1936PLC002202

## **Rane Holdings Limited**



//Online submission//

RHL/SE/026/2024-25

July 08, 2024

<b>BSE Limited (BSE)</b> Listing Centre <b>Scrip Code: 505800</b>	<b>National Stock Exchange of India Limited (NSE)</b> NEAPS <b>Symbol: RANEHOLDIN</b>
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Dear Sir / Madam,

**Sub: Business Responsibility and Sustainability Report - Regulation 34 SEBI LODR**  
**Ref: Our letter no. RHL/SE/008/2024-25 dated May 15, 2024**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith is the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24 which also forms part of the Annual Report for the financial year 2023-24.

The BRSR is also available on the website of the Company at [www.ranegroup.com](http://www.ranegroup.com).

We request you to take the above on record as compliance with relevant regulations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR) and disseminate to the stakeholders.

Thanking you.

**For Rane Holdings Limited**

Siva Chandrasekaran  
**Secretary**

Encl.: a/a

## Annexure F to the Report of the Board of Directors

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirement), Regulations, 2015 (SEBI LODR)

## Section A

**GENERAL DISCLOSURES**

I.	Details of the listed entity	Company Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L35999TN1936PLC002202
2.	Name of the Listed Entity	Rane Holdings Limited
3.	Year of incorporation	1936
4.	Registered office address	"Maithri", 132, Cathedral Road, Chennai 600 086
5.	Corporate address	"Maithri", 132, Cathedral Road, Chennai 600 086
6.	E-mail	<a href="mailto:investorservices@ranegroup.com">investorservices@ranegroup.com</a>
7.	Telephone	+91-44-28112472 / 73
8.	Website	<a href="http://www.ranegroup.com">www.ranegroup.com</a>
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 14.28 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	044-28112472; <a href="mailto:l.ganesh@ranegroup.com">l.ganesh@ranegroup.com</a>
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).	The disclosures under this report are made on Standalone basis.

**II. Products/services****14. Details of business activities (accounting for 90% of the turnover):**

Sr. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Service fee	Employee training and development, investor services, business development and information system support	34%
2	Trade mark fee	Rane' trademark and license usage by the group companies	37%
3	Dividend income	From strategic investments held by the company	29%

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

Sr. No	Product/Service	NIC Code	% of Total Turnover contributed
1	Trademark fees	77400	37%
2	Dividend income	64200	29%
3	Information technology support service	62020	14%
4	Management consultancy service	70200	11%

### III. Operations

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

Sr. No	Location	Number of plants	Number of offices	Total
a)	National	-	4	4
b)	International	-	-	-

#### 17. Markets served by the entity:

##### a) Number of locations

Locations	Number
National (No. of States)	2
International (No. of Countries)	-

##### b) What is the contribution of exports as a percentage of the total turnover of the entity?

Import	Export
Nil	0.54%

##### c) A brief on types of customers:

Rane Holdings Limited, being the holding Company of Rane Group is engaged in three main-stream services viz., holding strategic investments, licensing trademark and providing services to the Rane Group Companies

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a) i) Employees (including differently abled):

Sr. No	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
1	Permanent	106	81	76%	25	24%
2	Other than Permanent	66	41	62%	25	38%
3	Total employees	172	122	78%	50	22%

##### ii) Workers (including differently abled):

Sr. No	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
1	Permanent	7	7	100%	-	-
2	Other than Permanent	38	31	82%	7	18%
3	Total employees	45	38	84%	7	16%

##### b) i) Differently abled Employees:

Sr. No	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	Total employees	-	-	-	-	-

##### ii) Differently abled Workers:

Sr. No	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	Total employees	-	-	-	-	-

**19. Participation/Inclusion/Representation of women:**

Sr. No	Particulars	Total (A)	Female	(% of Total)
1	Board of Directors	6	1	17%
2	Key Management Personnel	4	0	0

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

Particulars	FY24			FY23			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	24%	13%	27%	16%	24%	22%	37%	26%
Permanent Workers	-	-	-	14%	-	14%	-	-	-

**V. Holding, Subsidiary and Associate Companies (including joint ventures):****(a) Names of holding / subsidiary / associate companies / joint ventures**

Sr. 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	Rane (Madras) Limited	Subsidiary	71.77	Rane's Code of Conduct covers responsible and sustainable business conduct and the same is applicable to all Companies in the Group. Irrespective of the nature and conduct of businesses the Group companies adhere to the Rane's Code of Conduct
	-Rane (Madras) International Holdings B.V	Step down Subsidiary	100	
	-Rane Automotive Components Mexico S De RL C.V <sup>1</sup>	Step down Subsidiary	100	
2	Rane Engine Valve Limited	Subsidiary	58.29	
3	Rane Brake Lining Limited	Subsidiary	50.03	
4	Rane Holdings America Inc	Subsidiary	100	
5	Rane Holdings Europe GmbH	Subsidiary	100	
6	Rane NSK Steering Systems Private Limited	Joint Venture/ Associate	49	
7	ZF Rane Automotive India Private Limited	Joint Venture/ Associate	49	
	-ZF Rane Occupant Safety Systems Private Limited	Step down Subsidiary	100	
	-TRW Sun Steering Wheels Private Limited <sup>2</sup>	Step down Subsidiary	100	

<sup>1</sup> incorporated during the financial year 2023-24.

<sup>2</sup> acquired during the financial year 2023-24

<sup>3</sup> eTrans t4u Private Limited (formerly known as Rane t4u Private Limited) (t4u) ceased to be a subsidiary w.e.f July 19, 2023.

<sup>4</sup> Rane Light Metal Castings Inc. USA (RLMCA) ceased to be a step-down subsidiary of the Rane (Madras) Limited (RML) / part of the Rane Group w.e.f September 14, 2023.

**VI. CSR Details:**

22.	1	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	2	Turnover for the FY 2023-24	Rs. 150.47 Crores
	3	Net worth as on 31 <sup>st</sup> March 2024	Rs. 577.85 Crores

## VII. Transparency and Disclosures Compliances

### 23. 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 (If Yes, then provide web-link for grievance redress policy)	FY24			FY23		
		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	Not Applicable	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	2	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

Web-link for the policy will be accessible at <https://ranegroup.com/investors/rane-holdings-limited/?rhl-cor-5>

### 24. 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.

Being an investment Company with no manufacturing operations, no material risks with respect to sustainability are identified. However, with respect to administrative areas, the following non material risks / opportunities are identified.

Sr. 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	Non renewable Energy usage	Risk	Responsible organisation and committed towards sustainability	Identified counter-measures include sourcing of renewable energy and identifying appropriate Channel for E-Waste disposal	Negative
2	Lack of systematic E-Waste disposal process	Risk			
3	Stakeholder expectations on sustainability (Community, Investors, Shareholders, Employees, Customers) Sustainability	Opportunity	Enhancement of Brand value	Implemented ESG framework so as to exceed Stakeholder expectations on sustainability	Positive
4	Green building	Opportunity	Responsible organisation and committed towards sustainability	Adoption of IGBC code to enhance offices to improve sustainability	

## Section B

### MANAGEMENT AND PROCESS DISCLOSURES

Disclosure	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	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)									Yes
b. Has the policy been approved by the Board? (Yes/No)									Yes
c. Web Link of the Policies, if available									<a href="https://ranegroup.com/investors/rane-holdings-limited/?rhl-cor-5">https://ranegroup.com/investors/rane-holdings-limited/?rhl-cor-5</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)									Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)									Considering the nature of the Company's structure, the Company does not have any significant value chain partners. Hence, the same is not applicable.
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									ISO 27001 certification obtained on Information Security Management Systems.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									Measurement systems to capture greenhouse gas emissions across relevant business processes are being monitored. Based on such assessment and identification of possible opportunities appropriate targets would be established in the upcoming years.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									NA
<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)									At Rane, we have always believed that being a responsible corporate citizen is central to our purpose and values. Rane Holdings Limited has adopted the Business Responsibility & Sustainability Reporting (BRSR) with an aim to build a structured and focused approach towards disclosures on our environment, social and governance principles. We remain committed to continually improve our ESG performance, enhance stakeholder value, and contribute to a better world for future generations.

**Policy and management processes**

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chairman and MD
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.	Mr. L. Ganesh - Chairman & Managing Director Mr. Harish Lakshman - Vice Chairman & Joint Managing Director

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								
	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
Performance against above policies and follow up action	Periodical review by the management on need basis. The necessary changes to policies and procedures are implemented accordingly.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with extant regulations as applicable.								
Frequency (Annually/ Half Yearly/ Quarterly/ Any Other - please specify)	Annually								
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	Wherever required, policies are reviewed by statutory, secretarial and internal auditors.								
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:	NA								

**Questions**

a. The entity does not consider the Principles material to its business (Yes/No)	P	P	P	P	P	P	P	P	
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	1	2	3	4	5	6	7	8	9
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
d. It is planned to be done in the next financial year (Yes/ No)	All principles are covered by the policies.								
e. Any other reason (please specify)									

## Section C

### PRINCIPLE WISE PERFORMANCE DISCLOSURE

#### PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

##### Essential Indicators

1. 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		Directors of the Company, at the time of their appointment are familiarized on the Company's Core Values, Code of Conduct including the purpose and the business it operates in. At each meeting of the Board / Audit Committee, members also deliberate on key governance matters. As part of agenda, members also discuss various sustainable initiatives of the Company, including regulatory and economic trends in the industry.	100%
Key Managerial Personnel	Apart from the regular training to all the employee, KMP have participated in various discussion both internal and external.	<ul style="list-style-type: none"> <li>Workplace Safety related trainings conducted for all workers.</li> <li>Compliance programs include POSH awareness, Grievance Handling etc.</li> <li>Information security,</li> <li>Trends in automotive industry,</li> <li>Code of Conduct,</li> <li>Prevention of insider trading,</li> <li>Management principles,</li> <li>Vigil Mechanism,</li> <li>Function specific familiarisation and skill upgradation,</li> <li>Health &amp; Safety, etc.</li> </ul>	100%
Employees other than BoD and KMPs	5		100%
Workers	3	<ul style="list-style-type: none"> <li>Workplace Safety related trainings conducted for all workers.</li> <li>Compliance programs include POSH awareness, Grievance Handling etc.</li> </ul>	100%

2. 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 SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NIL		
Compounding fee					



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

3. 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
	Not Applicable

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 adheres to the anti-corruption and anti-bribery policy in alignment with the code of conduct policy of the group with zero tolerance towards unethical business practices and prohibits bribery in any form in all of its dealing.

The company's code of conduct can be accessed via given link:

<https://ranegroup.com/investors/rane-holdings-limited/?rhl-cor-5>

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

	FY24	FY23
Directors		
KMPs		Nil
Employees		
Workers		

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

	FY24		FY23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

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

	FY24	FY23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

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

Rane Holdings Limited is not in the business of manufacturing goods. Therefore, the Company does not have a sizeable raw material consumption however it aligns to the culture of sustainable business practices.

- b. **If yes, what percentage of inputs were sourced sustainably?** Not Applicable

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.:**

Given the nature of the business, Rane Holdings Limited does not manufacture any products, hence the company does not currently maintain records for hazardous and other waste generation. However, recycled tissue papers are used for some activities in the office. The Company has systems in place to manage e-waste and engage with certified e-waste handlers for disposal of e-waste.

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

**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.**

Given the nature of the Company's business, the above is not applicable.

**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 (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)
<b>Permanent employees</b>												
Male	81	100.00%	81	100.00%	81	100.00%	81	100.00%	81	100.00%	-	0.00%
Female	25	100.00%	25	100.00%	25	100.00%	25	100.00%	-	0.00%	-	0.00%
Total	106	100.00%	106	100.00%	106	100.00%	106	100.00%	81	100.00%	-	0.00%
<b>Other than Permanent employees</b>												
Male	41	100.00%	41	100.00%	41	100.00%	41	100.00%	-	-	-	-
Female	25	100.00%	25	100.00%	25	100.00%	25	100.00%	-	-	-	-
Total	66	100.00%	66	100.00%	66	100.00%	66	100.00%	-	-	-	-

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

Category	% of employees covered by											
	Total (A)		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)
<b>Permanent workers</b>												
Male	7	100.00%	7	100.00%	7	100.00%	7	100.00%	-	-	-	-
Female	-	0.00%	-	0.00%	-	0.00%	-	-	-	-	-	-
Total	7	100.00%	7	100.00%	7	100.00%	7	100.00%	-	-	-	-
<b>Other than Permanent workers</b>												
Male	31	100.00%	31	100.00%	31	100.00%	31	100.00%	-	-	-	-
Female	7	100.00%	7	100.00%	7	100.00%	7	100.00%	-	-	-	-
Total	38	100.00%	38	100.00%	38	100.00%	38	100.00%	-	-	-	-

## 2. Details of retirement benefits, for Current financial year and Previous Financial Year

Benefits	FY24			FY23		
	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
ESI	100%	100%	Y	100%	100%	Y
NPS	100%	100%	Y	100%	100%	Y
Superannuation	100%	100%	Y	100%	100%	Y

**Note:** The above represents benefits provided to all the employees who are eligible/have opted for the said retirement benefits.

## 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?**

The office locations have requisite infrastructure enabling easy access to differently abled persons. If not, whether any steps are being taken by the entity in this regard: Not Applicable

## 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.

Yes, Equal opportunity is covered as part of our Code of Conduct. The company is committed to the principles of equal employment opportunity, inclusion and respect. It does not unfairly discriminate on any ground including race, colour, religion, national origin, gender, age, disability, etc. All employment-related decisions are based on company needs, job requirements and individual qualifications and the Company seeks to provide equal employment opportunity to everyone who is legally authorized to work in the country. The Company believes that having a diverse workforce, who bring a wide variety of skills, abilities, experiences and perspectives is essential to the Company's success. The code also encourages people to report suspected discrimination.

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

Gender	FY24		FY23	
	Permanent employees		Permanent employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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 Employees	Yes	RHL creates a culture which is fair, open and transparent and where employees can openly present their views.
Other than Permanent Employees	Yes	Employees and workers are encouraged to share their concerns with their business heads, HR or the members of the senior management. The company has always followed an open-door policy, wherein any employee/workers irrespective of hierarchy has access to the senior management.
Permanent Workers	Yes	It transparently communicates its policies and practices such as company plans, compensation, performance metrics, career enhancements, compliance etc.
Other than Permanent Workers	Yes	Code of conduct, POSH and whistle blower provides a formal platform to share grievances on various matters. The details of the grievance mechanism are shared with employees for raising their concerns, if any. Appropriate action is taken after proper investigation and the company has mechanism in place to protect the identity of the complainant/victim.

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

Category	FY24			FY23		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees	106	0	0%	108	0	0%
Male	81	0	0%	83	0	0%
Female	25	0	0%	25	0	0%
Total Permanent Workers	7	0	0%	7	0	0%
Male	7	0	0%	7	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY24					FY23				
	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	81	81	100%	77	95%	83	83	100%	44	53%
Female	25	25	100%	18	72%	25	25	100%	12	48%
Total	106	106	100%	95	90%	108	108	100%	56	52%
<b>Workers</b>										
Male	7	7	100%	0	0	7	7	100%	0	0
Female	0	0	0%	0	0	0	0	0%	0	0
Total	7	7	100%	0	0	7	7	100%	0	0

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

Category	FY24			FY23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	81	81	100%	83	83	100%
Female	25	25	100%	25	25	100%
Total	106	106	100%	108	108	100%
<b>Workers</b>						
Male	7	7	100%	7	7	100%
Female	-	-	0%	-	-	0%
Total	7	7	100%	7	7	100%

## 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 such system?

Yes, RHL is committed to provide a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. RHL has a comprehensive Health and Safety Management System which is duly certified for compliance under ISO 45001. The Company has adopted various initiatives for occupational health and safety by Standardising Work process to eliminate safety risks, setting up of Structured Training Systems to train and assess employees on Workplace Safety, Evolve Safety Standards and audit processes for compliance to such established processes. RHL trains its employees on safety protocols by conducting periodic trainings on fire safety and evacuation drills. It also conducts internal awareness campaigns on health and safety such as wear helmet, eat healthy, drink enough water, stay on the move, choose to use the stairs, etc.

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

Processes are assessed for Safety risk through systemic safety walkthrough audits by relevant members which enables implementation of corrective actions to mitigate risks identified. Fire protection for the premises is equipped with a power back up and sufficient water capacity. Vehicles are always parked in takeoff position for easy exit in case an emergency situation arises. Need based guidance from Government authorities are adhered to, for ensuring safety & health of the employees.

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

Yes, A well-established process is in place to capture the Voice of the Employees through various interactions and suggestion schemes. Employees are encouraged to share their concerns with their process managers, HR or the members of the senior management. The Company has always followed an open-door policy, wherein any employee irrespective of hierarchy has access to the senior management.

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

Yes. All employees of the entity are covered under the Company's health insurance and personal accident policy. The Company encourages Annual Health check-up and provides necessary support, especially for senior staff members, as a measure of preventive health care.

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

Safety Incident/Number	Category	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

Rane has a policy on Occupational Health, Safety & Environment covering all their employees. The exposure of employees to various risks is kept minimal on the day-to-day basis. At the same time equipped with fire detection & protection measures in case of any eventuality. The security personnel are sufficiently trained to handle the situation. Regular safety walk through is done to identify any additional risk exposures and actions taken to mitigate the risks.

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

	FY24			FY23		
	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 Health & Safety			Nil			

**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% Internal assessments are carried out at all locations of the Company.
Working Conditions	

**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:** Not Applicable.

**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.**

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, suppliers, channel partners and regulators, lenders, research analysts, communities, non-governmental organisations and others.

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
Shareholder and Investor	No	Earnings call and presentation	Quarterly	To update on the company's business performance, development and other relevant information
Employees	No	Town Hall Meeting / Propel / R-net communication etc.	Quarterly	To build an inclusive, conducive, growth-oriented, safe working environment
Government and Regulators	No	Physical as well as Digital	Others: Regularly	To provide timely feedback on policies and represent the industry before regulators and government bodies on various relevant issues for the benefit of the industry.
Community	Yes	Physical as well as Digital	Others: Regularly	To promote social welfare activities for inclusive growth, fair and equitable development and well-being of the community the Company operates in

**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:

Category	FY24			FY23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	106	106	100%	108	108	100%
Other than permanent	66	66	100%	29	29	100%
<b>Total Employees</b>	<b>172</b>	<b>172</b>	<b>100%</b>	<b>137</b>	<b>137</b>	<b>100%</b>
<b>Workers</b>						
Permanent	7	7	100%	7	7	100%
Other than permanent	38	38	100%	38	38	100%
<b>Total Workers</b>	<b>45</b>	<b>45</b>	<b>100%</b>	<b>45</b>	<b>45</b>	<b>100%</b>



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

Category	FY24					FY23				
	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>										
Permanent	106	-	0%	106	100%	108	-	0%	108	100%
Male	81	-	0%	81	100%	83	-	0%	83	100%
Female	25	-	0%	25	100%	25	-	0%	25	100%
Other than Permanent	66	-	0%	66	100%	29	-	0%	29	100%
Male	41	-	0%	41	100%	22	-	0%	22	100%
Female	25	-	0%	25	100%	7	-	0%	7	100%
<b>Workers</b>										
Permanent	7	-	0%	7	100%	7	-	0%	7	100%
Male	7	-	0%	7	100%	7	-	0%	7	100%
Female	-	-	0%	0	0%	0	-	0%	-	0%
Other than Permanent	38	-	0%	38	100%	38	-	0%	38	100%
Male	31	-	0%	31	100%	31	-	0%	31	100%
Female	7	-	0%	7	100%	7	-	0%	7	100%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	3,60,000	1	1,87,500
Key Managerial Personnel	2	78,85,095	-	-
Employees other than BoD and KMP	66	9,39,288	20	6,89,556
Workers	7	7,73,558	-	-

Numbers under KMP category excludes Chairman & Managing Director and Vice-Chairman & Joint Managing Director, who are included in BoD.

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.

The mechanism to redress grievances under human rights is the same as for other grievances. The 'Whistle Blower Policy' mechanism provides for employees to report instances of unethical behaviour, actual or suspected, fraud or violation of the Company's code of conduct or ethics policy to the management. Further, concerns can always be raised with the reporting Manager / Functional Head / HR head.

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

	FY24			FY23		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						NA
Wages						
Other human rights related issues						

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

The Whistle blower Policy and POSH Policy protects the identity of the complainant. Adequate systems are put in place to maintain confidentiality of the complainant and subject matter and safeguards are in place to ensure that there exists no scope for any discrimination in any manner.

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

Yes, Human rights form a part of the Rane's Code of Conduct.

**9. 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%

All locations are in compliance with the all applicable laws

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above: Not Applicable**

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

Parameter	FY24	FY23
Total electricity consumption (A) in GigaJoules	1342.57	1178.52
Total fuel consumption (B) in GigaJoules	164.20	181.86
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C) in GigaJoules	1506.77	1360.38
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1*10 <sup>-6</sup>	1*10 <sup>-6</sup>

**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: No

**2. 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) 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:**

Not Applicable

3. Provide details of the following disclosures related to water, in the following format

The Company usage of water is restricted to human consumption purposes only. Efforts have been made to ensure that water is consumed judiciously in the office premises. In various offices, sensor based urinals and sensor based taps are installed to economise on water consumption.

Parameter	FY24	FY23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,122.00	953.90
(iii) Third party water	268.66	275.72
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,390.66	1,229.62
Total volume of water consumption (in kilolitres)	1,390.66	1,229.62
Water intensity per rupee of turnover (Water consumed / turnover)	1*10 <sup>-6</sup>	1*10 <sup>-6</sup>

**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: No

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

Not Applicable.

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

Parameter	Please specify unit	FY24	FY23
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

**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:

Not Applicable

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

Parameter	Unit	FY24	FY23
Total Scope 1 emissions (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)	Tonnes of CO <sub>2</sub> equivalent	51.21	34.18
Total Scope 2 emissions (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)	Tonnes of CO <sub>2</sub> equivalent	264.78	232.44 #
Total Scope 1 and Scope 2 emissions per rupee of turnover		2*10 <sup>-7</sup>	2*10 <sup>-7</sup>

#Indian based CO<sub>2</sub> Conversion factor used in current year and previous year data has been recalculated accordingly.

**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: No

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

Even though the Company does not have manufacturing footprint or any other similar activity which emits sizeable greenhouse gases, the Company still strives to put in efforts in optimising the GHG emissions.

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

Parameter	FY24(In tons)	FY23(In tons)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	0.18	-
Construction and demolition waste (C)	13.50	-
Bio-medical waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	11.27	8.02
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>24.95</b>	<b>8.02</b>
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	24.95	8.02
<b>Total</b>	<b>24.95</b>	<b>8.02</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. **No**

**9. 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:**

Given the nature of the business, there is no usage of hazardous and toxic chemicals by the company. It has systems in place to manage e-waste and engages with certified e-waste handlers for such disposal.

**10. 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:**

Sr. 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.
			NA	

11. 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
NA					

12. 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:

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
The Company is in compliance with applicable environmental norms				

**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 - 6 (Six)
- 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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State/National)
1	Indo-American Chamber of Commerce	National
2	Indo-Australian Chamber of Commerce	National
3	Indo-Japan Chamber of Commerce	National
4	Confederation of Indian Industry	National
5	Associated Chambers of Commerce and Industry of India	National
6	Society of Indian Automobile Manufacturers	National

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		

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity: Not Applicable.
3. Describe the mechanisms to receive and redress grievances of the community.

All grievances could be submitted at [investorservices@ranegroup.com](mailto:investorservices@ranegroup.com). This is provided in the Annual Report which is made available on the Company's website. Any such grievances could also be reported at the Corporate office.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY24	FY23
Directly sourced from MSMEs/ small producers		
Sourced directly from within the district and neighbouring districts		NA

**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.**

The Company is providing services predominantly to other group Companies. Hence customers for the Company are subsidiaries and JV/Associate companies. Since all these companies form part of the group, they can reach out to the Company's Corporate office for addressing any concerns.

**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	100% The Company is fair and transparent in all its dealings with the customers and other stakeholders. None of the services provided by the Company withheld any relevant information needed to make informed decisions
Safe and responsible usage	information needed to make informed decisions
Recycling and/or safe disposal	information needed to make informed decisions

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

	FY24			FY23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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:**

	Reasons for recall	Corrective action taken
Voluntary recalls	NA	NA
Forced recalls	NA	NA

**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:** Yes, the policy is available in the policies section on the website of the Company.**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:** No Incidents.