



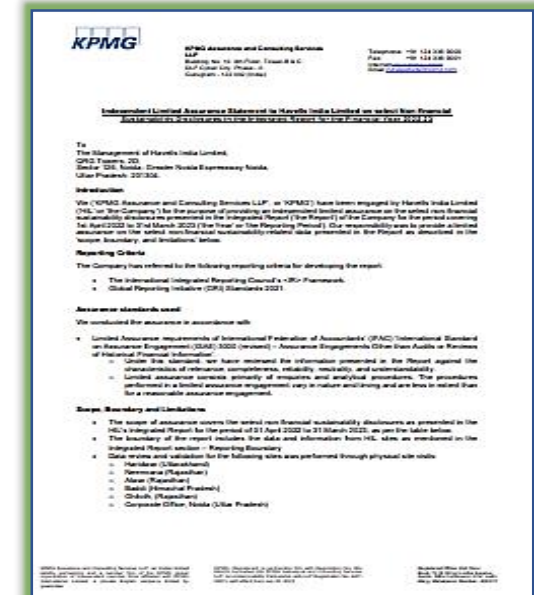
HAVELLS

ESG DATA BOOK 2022-23

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- This Data book aims to provide a concise and balanced presentation of our initiatives and performance on environmental, social and economic aspects and their impacts. It offers insights into our holistic approach towards long-term sustainability, along with key strategies, operating environment, risks and opportunities, and governance structure.
- The reporting boundary for our ESG information, unless otherwise stated, covers all the operations of Havells India Limited, which includes eight manufacturing locations and one corporate office (Noida, UP).
- This information is for the period between April 1, 2022, and March 31, 2023.
- Assurance on non-financial statements has been carried out by independent auditor's M/S KPMG. The certificate issued by KPMG is available on our website at the link.



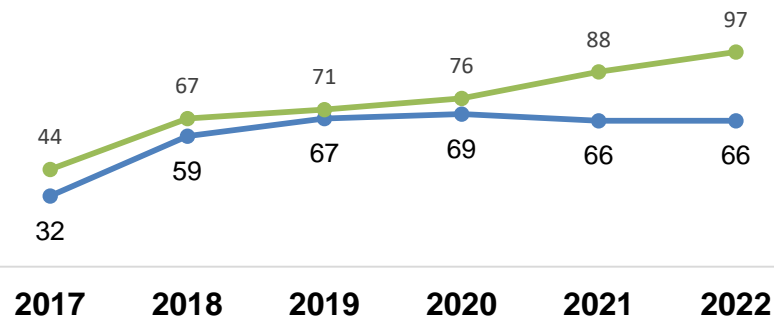
[Assurance Certificate](#)

Our structured ESG efforts have been consistently recognized by reputed ESG rating agencies

We have been consistently ranked in the top 10 companies in the electrical equipment sector

DJSI Rating Y-o- Y

Score Percentile



ESG ranking

Score	Company Name
89	Schneider Electric S.E.
88	Signify N.V.
87	Prysmian S.p.A.
81	Legrand SA
78	TECO Electric & Machinery Co., Ltd.
69	ABB Ltd
66	Havells India Limited
64	OSRAM Lighting
62	WEG S.A.
60	Fuji Electric Co., Ltd.

MSCI (Global):
Our Rating is "A"

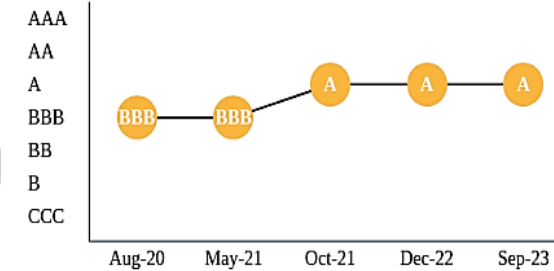
MSCI
ESG RATINGS



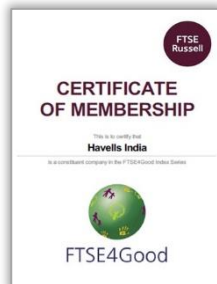
CCC B BB BBB **A** AA AAA

RATING ACTION DATE: September 12, 2023
LAST REPORT UPDATE: September 29, 2023

ESG Rating history



FTSE4Good (Global)



The FTSE4 Good Index Series identifies companies that demonstrate strong environmental, social and governance practices measured against globally recognized standards

CRISIL

An S&P Global Company

CRISIL has rated "Havells" highest in its sector in the recently published Yearbook

Sustainalytics (Global)

ESG Risk Rating **COMPREHENSIVE**

21.0 Medium Risk

Negligible Low **Medium** High Severe
0-10 10-20 20-30 30-40 40+

Last Full Update: Oct 7, 2022
Last Update: Apr 13, 2023

Ranking

Industry Group (1st = lowest risk)
Electrical Equipment 46 out of 259

Universe
Global Universe 4626 out of 15528

Our structured ESG efforts have been consistently recognized by reputed ESG ranking agencies

INDIA'S MOST SUSTAINABLE COMPANIES

Rank	Company Name	Total Score	RE in %	SE in %	FMin %	EW in %	CR in %	ISC in %
22	Tata Motors Limited	5.55	62	65	68	42.86	57.5	70
23	Dalmia Bharat Limited	5.52	64	50	74	55.71	55	52.5
24	Britannia Industries	5.39	64	55	52	48.57	57.5	75
25	Eicher Motors	5.35	62	60	53	55.00	55	60
26	Shree Cement	5.32	54	65	64	50.00	57.5	55
27	Biocon	5.31	50	65	57	58.57	47.5	62.5
28	Sun Pharmaceuticals Industries	5.29	62	57.5	60	52.86	40	67.5
29	ITC	5.26	70	22.5	64	48.57	62.5	70
30	Adani Ports and Special Economic Zone	5.24	56	62.5	42	59.29	40	77.5
31	Indus Towers (formerly Bharti Infratel)	5.23	44	52.5	63	50.71	55	62.5
32	ACC Limited	5.19	50	65	65	46.43	55	57.5
33	Titan Company	5.19	53	55	56	34.29	62.5	35
34	Havells India	5.15	62	47.5	63	42.86	57.5	62.5
35	Lupin	5.13	56	57.5	50	60.00	47.5	55

CAPITAL GOODS

1	Larsen & Toubro	5.76	62	65	64	55.00	55	72.5
2	Havells India	5.15	62	47.5	63	42.86	57.5	62.5
3	Exide Industries	4.84	50	52.5	55	45.00	55	57.5
4	Siemens	4.81	62	45	49	47.86	52.5	52.5



Sustian Lab Paris partnered with BW Business world, a leading business magazine in India to publish an annual ranking of India's most sustainable companies.

Havells India was ranked at 34th position all over India in F.Y 2022-23 as India's Most Sustainable Companies and 2nd position in the category of Capital goods.

Our Environmental Performance F.Y. 2022-23

ENVIRONMENTAL
PERFORMANCE



- 2,139 MWh Energy Saving through 40+ energy saving initiatives



- 307 MWh Renewable Energy generated from food waste to biogas plant
- 9470 MWH Total Renewable energy Generation



- Total 1711 CO2 e Mt Mitigation in FY 2022-23 Through energy saving
- Total 7331 CO2 e Mt Mitigation through solar generated Energy in FY 2022-23
- Transition to PNG from HSD at the process level (furnace) which will offset ~ 550 MT of CO2 in FY 23-24



- Achieved 100 % target to Collect and recycle 5837 MT E-waste through EPR Program
- Achieved 100 % target to Collect and recycle 3617 MT Plastic waste through EPR Program



- <1.3 % Total Hazardous waste to Landfill
- Zero Non-Hazardous Waste to Landfill






- Roll out of ESG Scorecard to review the Plant and Supplier ESG Performance



- Inaugurated one of biggest brand stores pan India which is 100% managed and run by female staff at Bhubaneshwar
- At our newly commissioned plant in Sri City, we are targeting to run the entire operations by 100% female workers





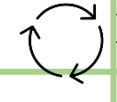

Our ESG Goals Roadmap

Category	Target Undertaken	Financial Year Performance		Target F.Y.	Target Year Performance
		2012-13	2022-23		
Energy Management 	Capacity enhancement up to “ Permissible limit Solar ” Power generation Capacity (In %)	0	30%	2026	100%
	Energy Intensity(GJ/Cr) Reduction from base year	85.7	33.3(61%)	2025	21.4(75%)
	All manufacturing operation related vehicles to be changed to EV /Battery Operated	0	45%	2025	100%
Emission management 	Reduction of our annual net GHG Emission(MT) compared to the Base year	59,542	93,545	2030	44,656(25%)
	Scope 3 Emissions Inventorisation	Not done	Not done	2023	Refer Note 1
	Diesel Consumption (In litres) Reduction	22.3 Lac	17.5 Lac (22 %)	2023	11.20 Lac(50%)
Waste Management 	Zero Waste to Landfill	70%	1.37 %	2023	0%
	Sustainable food waste management	0	20 %	2025	100%
	End user disposal authentication in all type of organic waste	0	80 %	2023	100%

Note1: Parameters have been documented basis which Scope 3 emissions norms will be calculated from FY 23

Note2: Base Year has been considered as FY 2012-13 in which we published our first sustainability report

Our ESG Goals Roadmap

Category	Target Undertaken	Financial Year Performance		Target F.Y.	Target Year Performance
		2012-13	2022-23		
Water Management 	Reduction of Fresh Water Consumption (domestic)	-	-	2024	25%
	Total water recycled to be increased	-	-	2024	25%
	Water positive (2X)	-	-	2030	2X
Biodiversity 	Nature positive - Zero Harm to biodiversity due to Havells operations	Not evaluated		2025	Positive
Sustainable Sourcing 	Assessment of ESG Risks of all critical suppliers	0	80% *	2023	100%
Product 	Zero Ozone Depleting Substance (ODS) KG	600	269	2023	0
LCA 	High Revenue products - LCA Study	Not Carried out		2023	**
Sustainable Packaging 	Non-Recyclable plastic(KG) in product packaging	Not measured	2,293	2025	0

• Vendors were being assessed basis EHS parameters, now a comprehensive framework is being developed

** LCA will be carried out for high revenue products

- At Havells, Board of Directors committees are charged with monitoring and reviewing the company's Sustainability strategy and Climate Action Plan.
- Our Chairman & Managing Director, Mr. Anil Rai Gupta, has the overall responsibility of the implementation and execution of company's Sustainability priorities, including initiatives and actions specifically addressing climate change. With the intention of aligning long-term thinking and goal orientation - Environmental, Social, Governance (ESG) related KPIs have been identified for the process of inclusion of ESG metrics in performance linked compensation measurement of senior management.
- The organization's governance around the material ESG aspects including climate-related risks and opportunities is disbursed through two Board level committees that evaluate and provide oversight on ESG related matters and risk exposures including climate-related aspects.



Mr. Anil Rai Gupta

1. CSR & ESG Committee
2. Risk Management Committee

CSR & ESG COMMITTEE

Havells India has reconstituted its CSR committee to address the broader agenda of ESG along with its CSR responsibility. The CSR & ESG Committee will support Havells India Ltd.'s commitment to sustainable, inclusive progress that enhances HIL's core value proposition by mainstreaming ESG considerations into decision making of the Company. It will also address the evolving scenario of climate change which requires committed global action for achieving 2°C rise target.

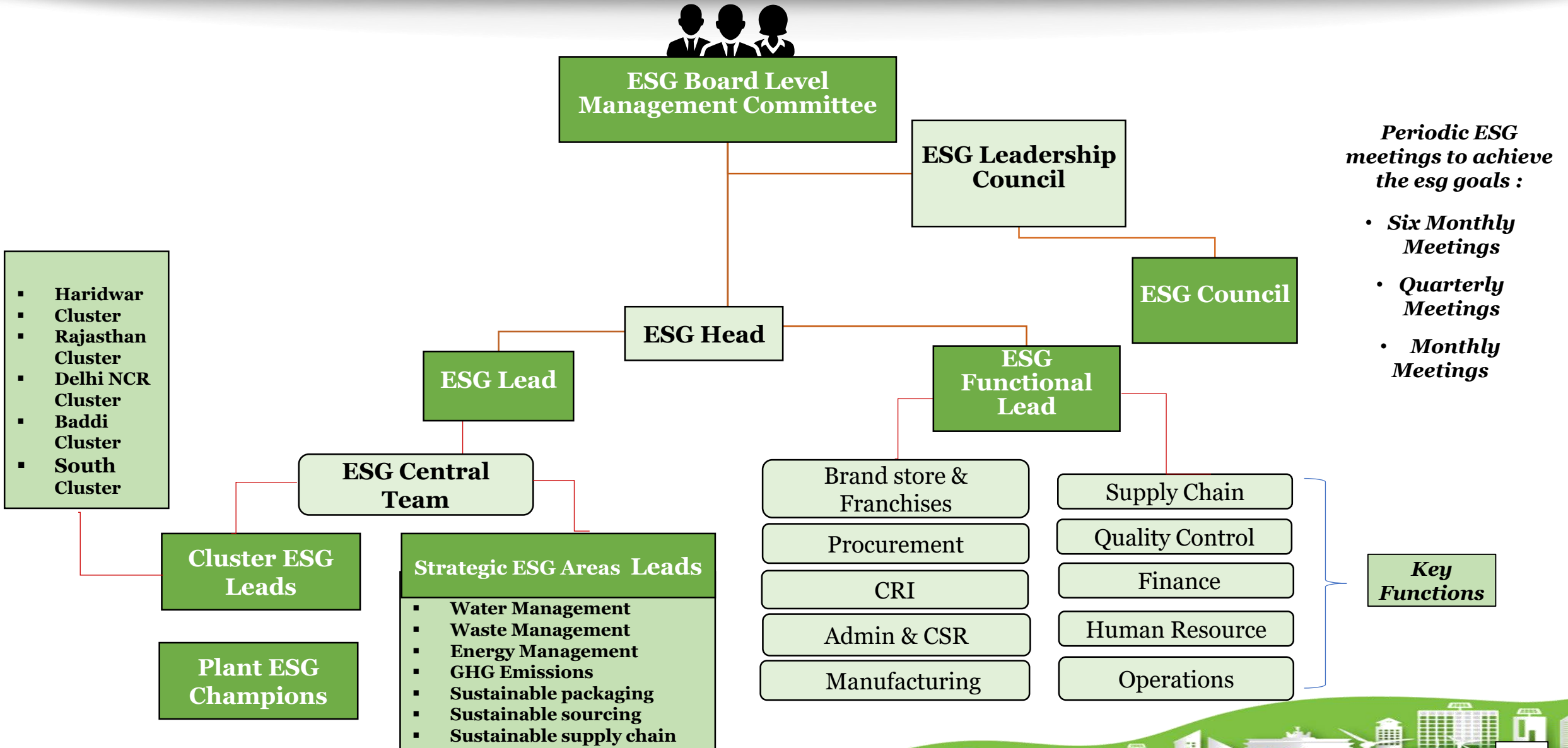
The committee will review and identify the changing dynamics of the business of the company w.r.t material ESG aspects identified such as climate change, changing economic scenario, emergence of new technology, diversity & Inclusion, Health and well-being of our employees.

RISK MANAGEMENT COMMITTEE

The role of the Enterprises Risk Management Committee is to identify the risks impacting the Company's business and formulate and administer policies/ strategies aimed at risk minimization and risk mitigation as part of risk management.

In lieu of the increased ESG volatility and vulnerability, its imperative that ESG and Climate change risks are also integrated and mainstreamed with enterprise risk management. Havells India has always integrated sustainability into its core business value delivery to ensure integrated thinking and to create progress that is holistic in nature.

ESG Governance Structure

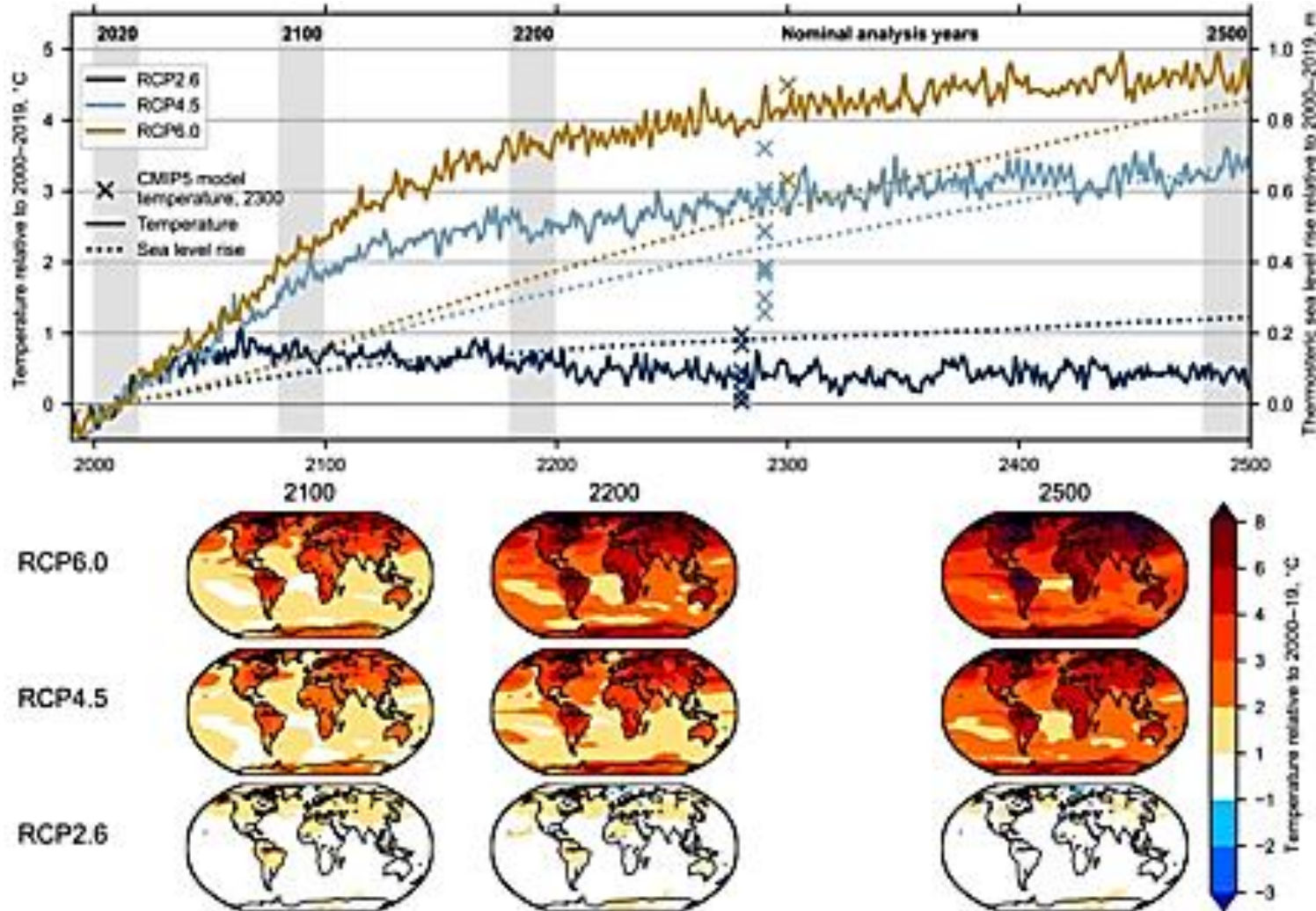


ESG Roles and Responsibilities

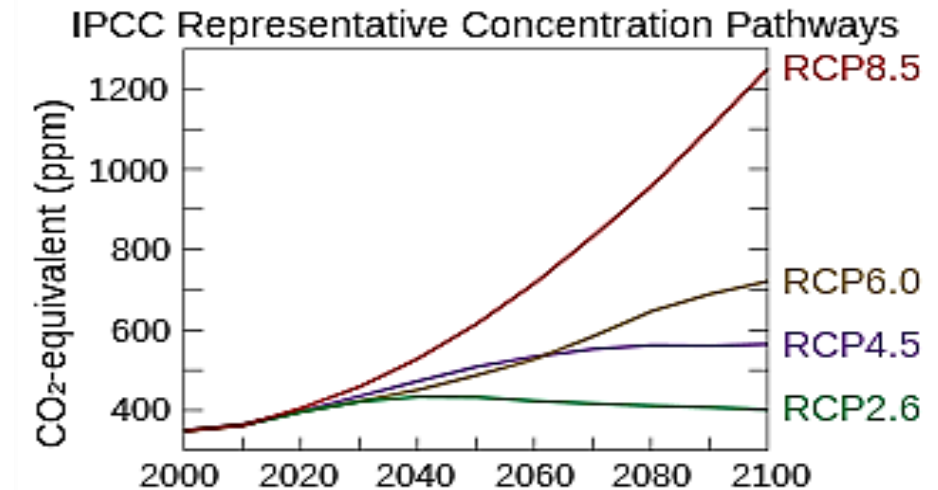
Department / Committee	Role and Responsibilities
<p>Functional ESG Leads</p>	<ul style="list-style-type: none"> a) Periodic identification of ESG Risks & Opportunities in consultation with the key stakeholders b) Planning and roadmap preparation towards ESG Goals c) Implementation of ESG Strategy across verticals d) Capacity building e) Performance tracking and coordination with central ESG Team
<p>ESG Working Groups</p>	<ul style="list-style-type: none"> a) Coordination with stakeholder and provide technical assistance b) Compilation of Monthly data and analysis of results c) Project identification d) ESG Project implementation
<p>Central ESG Team</p>	<ul style="list-style-type: none"> a) Quarterly review with the Leadership Council b) Monthly review with ESG Vertical & Functional leads c) ESG Reporting d) Preparation of ESG Roadmap e) ESG Capacity Building & technical support to ESG Functions for achieve the commitment
<p>Leadership Council</p>	<ul style="list-style-type: none"> a) Ensure that ESG management system is implemented and maintained b) ESG Target and goals achievement
<p>ESG council</p>	<ul style="list-style-type: none"> a) Approval of ESG Projects b) Business Strategy accordance with ESG c) Review of ESG Progress

Climate Risk Assessment Methodology

We are following the Representative Concentration Pathway adopted by the IPCC for climate risk assessment



RCP	Change in temperature (°C) by 2081-2100
RCP2.6	1.6 (0.9-2.3)
RCP4.5	2.4 (1.7-3.2)
RCP6.0	2.8 (2.0-3.7)
RCP8.5	4.3 (3.2-5.4)



Emerging Risks

Risk	Description	Impact	Mitigating actions
Climate Change	Building resilience in our manufacturing footprint and value chain against climate change impacts as well as to build inherent agility to adapt to a scenario of climate action failure.	<ul style="list-style-type: none"> Regulatory risk with increased focus on carbon (e.g., carbon tax, lack of Renewable energy supply , emissions trading system, etc.). Disruption in Supply chain leading to rise in raw material and commodity prices as well as unplanned delays and reduced reliability of supplies. Rapid transition to low carbon technology may led to additional capex investment, cost of training and safety procedures. Deployment of high investment in R&D to ensure product stewardship & competitiveness of products & appliances. 	<ul style="list-style-type: none"> Improve our carbon footprint in our manufacturing and value chain delivery and transition to low carbon technology in a systematic manner. Switching to Renewable energy, working with government bodies to facilitate Net zero transition Increased R&D spend on improving energy efficiency, durability and recyclability of our products. Increase Green cover of India through CSR initiatives leading to land use benefits and forest covers to strengthen Climate Combat Action.
Product Reclaim	With rapid man-made degradation , reuse of materials rather than use virgin raw materials is essential. Appliances have multitude of elements that are valuable as well as toxic that need be disposed in proper manner. However, the value chain of reclaiming products is highly unorganized and still in a very nascent stage. This presents a huge risk as well as opportunity.	<p>At present Havells India fully reclaims the e-waste and plastic packaging waste that it generates through its value chain. However, As regulatory changes widens the gambit of products to reclaim , due to characteristics of the value chain, Havells could be exposed to :</p> <ul style="list-style-type: none"> Regulatory Non- compliance risk Reputational Risk Adverse impact on environment through Havells products due to lack of big players as well as awareness levels of disposal methodology in existing players 	<ul style="list-style-type: none"> Include principles of circularity in design phase to increase end of life reprocessing index. Increased investment in R&D to enhance use of non-virgin, sustainable , non- hazardous materials in our products while ensuring high standards of durability, safety and performance of products. Work with reprocessing agents and firms in value chain through tie-ups and awareness drive to explore avenues of reclaiming our products. Phase out and seek alternatives for materials that do not have recycling solutions from our products and processes.

Climate Strategy – Risks and Opportunities

Havells de-carbonization strategy presents us with a set of risks and opportunities that our action plan works to mitigate and convert to opportunity. Drastic changes in the global climate or extreme weather conditions could adversely affect our operations or impact our business. The scope of our risk assessment is restricted to our operations.

PHYSICAL & TRANSITION RISKS

- **High temperature at plant location:** Unpredictable weather patterns and rapidly rising temperatures can negatively impact operations as the workforce would be subject to hot working climate as well as equipment heat dissipation or equipment heating may cause disruption in workflow, especially in locations of Rajasthan and NCR plants. Also increase in energy cost due to use of cooling equipment. To mitigate this risk, we have installed high efficiency fans, designed keeping natural draft air and high temperatures in mind. Thus, providing superior cooling to ensure worker well being.
- **Water unavailability:** With water being an important resource required during manufacturing process, water shortages, especially increased regulatory restriction on ground water extraction will impact manufacturing process. To mitigate this risk, we periodically monitor our water cycle and water balance at each site and implement water conservation initiatives.
- **Location of plants :** All our plants at present are located far away from coastlines, however risks of flooding & other force majeure due to failure of climate change is an emerging possibility. In order to mitigate this risk, we have carried out dependency assessment on each plant site to reduce risk due to single location dependency.
- **Transition Risk :** With India taking up Net Zero target, rapid transition to low carbon trajectory make require increased capital investment in short time frame, introduction of carbon taxes may impact commodity prices and hit profit margins in the short term. However, in the long run, our low carbon product offering and non-energy intensive manufacturing process.

OPPORTUNITIES

- **Solar Portfolio :** Our Solar products and roof top solar solution is our clean tech offering for renewable energy markets. We believe, with increased commitment to renewable energy in India, the share of revenue from solar in our revenue mix would see increased growth.
- **Energy efficient and water efficiency product portfolio :** We are increasing our R&D investment towards improving the energy & water consumption in usage, along with trying to design products with circularity principles to reduce waste to landfill.

Water Impact Assessment

Parameters	Head Office	Faridabad	Sahibabad	Alwar	Neemrana	Ghiloth	Haridwar-Fan	Haridwar-SDA	Baddi Plant
Country	India	India	India	India	India	India	India	India	India
State	Uttar Pradesh	Haryana	Uttar Pradesh	Rajasthan	Rajasthan	Rajasthan	Uttarakhand	Uttarakhand	Himachal Pradesh
City	Noida	Faridabad	Ghaziabad	Alwar	Alwar	Alwar	Haridwar	Haridwar	Solan
Impact level(0-5)	Extremely High (>5)	Extremely High (>5)	Extremely High (>5)	Extremely High (>5)	Extremely High (>5)	Extremely High (>5)	Extremely High (>5)	Medium - High (0 to 1)	Medium - High (0 to 1)

Risk Mitigation Plans

- Our manufacturing process is not water intensive and 70 % of our fresh water consumption is used for domestic purposes and rest water is used for Cooling and other utility purposes . We are continuously working to increase the recycling of treated water for reducing the water consumption.
- Monitor water availability and growth in the basin and put in place a process to react to changes that would place the facility at a higher risk.
- Monitoring growth and local water availability can include a combination of private and public efforts. Examples could include trends in water demand by category (agricultural, domestic and industrial), real time satellite data on water availability, water use intensity within the region, changes in economic development or basin-wide water conservation initiatives.
- Continue ongoing water efficiency efforts and monitor performance over time to reduce reliance on fresh water.
- Take the Water Action Assessment to receive a tailored guide to implement improvements in water management, use, target-setting and stewardship practices.

Information security/Cybersecurity

Our risk management committee oversees the management and strategy of the Information Technology function to protect the confidentiality, integrity, and availability of computer systems, networks and data, against cyber-attacks or unauthorized access.

The designated Chief Information Officer (CIO) of Havells is responsible for operational and tactical implementation of our digital strategy.

Roles & responsibility of CIO are as follows:

1. Planning, deploying and maintaining IT systems and operations
2. Managing the organization's software development needs
3. Developing and enforcing IT best practices across the organization
4. Ensuring IT strategies and processes support company-wide goals
5. Overseeing relationships with vendors, contractors and service providers



We have Information Security Management System (ISMS) that is ISO 27001 certified which demonstrates our commitment to continual improvement, development, and protection of information assets/sensitive data. We have implementing appropriate risk assessments, appropriate policies and controls.

We conduct Information security/cybersecurity awareness training at regular intervals across various topics. We have a clear escalation process for employees to follow in the event an employee notices something suspicious is in place. Our business continuity / contingency plans and incident response procedures which is tested periodically , helps us further strengthen our digital infrastructure .



Target undertaken for F.Y. 2025 - 26



To be nature positive – Zero harm to biodiversity due to Havells operations

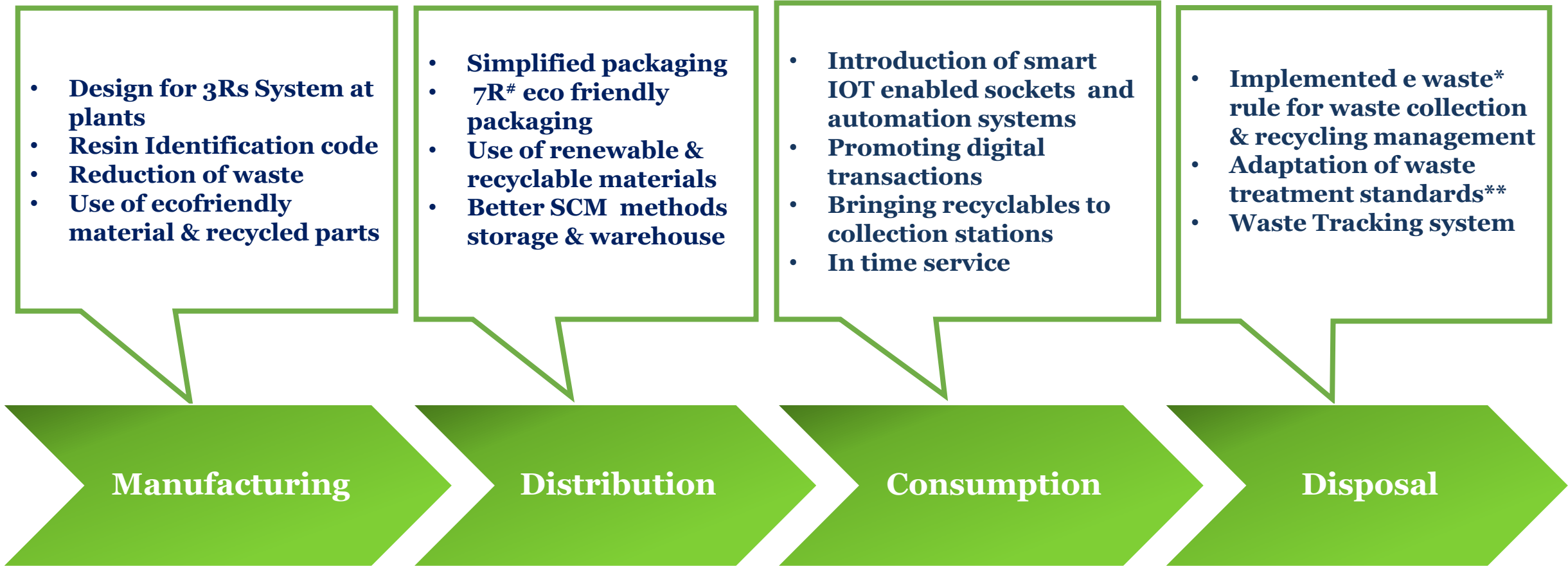


Green Factories

We are committed to protecting the habitat, flora, and fauna of our surroundings. We recognize the importance of biodiversity and the commitment towards its conservation. We have led several tree planting initiatives and increased the overall green cover in our own and outside premises. The green cover has been home to many birds and animals. green area maintained in all manufacturing locations. As part of our plantation drives, collectively we have planted ~ 18 Lakh trees across all our business operations with a potential of offsetting tons of carbon dioxide per annum.

We gauge the environmental impact assessment of our surroundings before commissioning our plants. Under this exercise, we identify any possible impact that could occur on the environment of the surroundings around the operational sites. In case of any significant impacts, we undertake mitigation plans to reduce the impacts. Till date, there have been no results of damage reported to natural habitat. We also do not operate in areas that are adjacent to protected areas or of high biodiversity value. We have been proactively working to preserve ecosystems and reduce the accelerated loss of biodiversity through various programs. We are also planning to perform a detailed biodiversity study of our all operations and locations to check the minimal impacts and prepare a roadmap toward becoming nature positive.

Approach towards Green Life Cycle Stages



**E waste regulation Ministry of environment & Forest and Climate change, Govt of India*

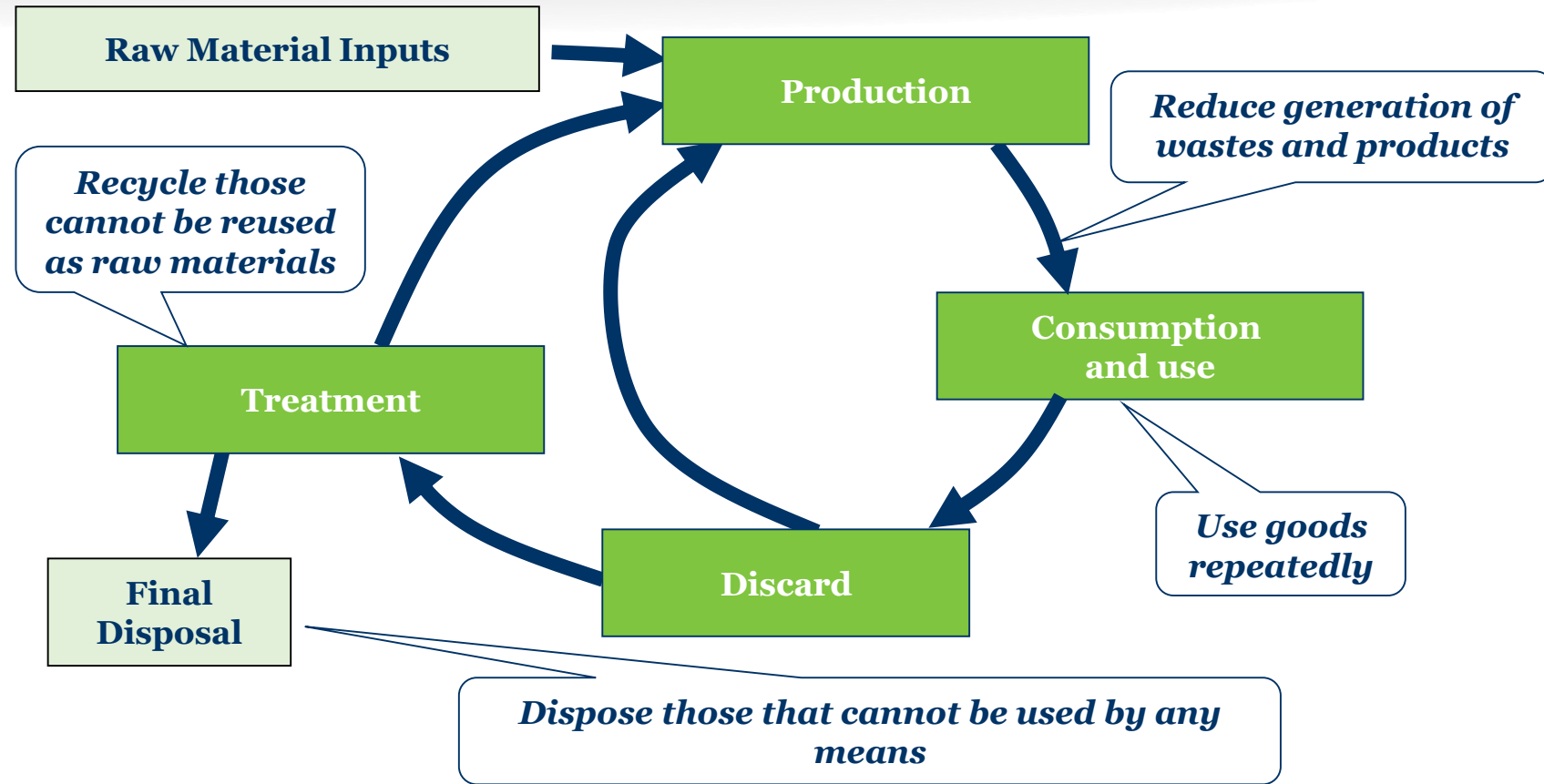
*** waste disposal through authorized agency of central pollution control Board Govt of India e.g. – Paint sludge disposal*

7 R : Renewable, reuse, recycle, reduce, remove, revenue & read

Product Stewardship Criteria

Sustainability criteria implemented

- 3R concept
- Use Recycling Symbol & resin identification codes on tools
- % Use of recycle content
- 80% Products uses halogen free Flame retardants
- 60% products are RoHS compliant
- Alternative technology use for chrome plating
- Changing or introducing new design for reduction of material usage
- Eliminating the use of varnishes in products such as BLDC Ceiling fan
- Compact & screw less design
- 15% use of recycled content in non aesthetic components
- 65% products are designed for energy efficiency
- Improving Indoor air quality through adaptation
- Energy efficient BLDC motor technology



- Introduced alkaline water purifier with 50% wastewater recovery
- Low VOC emission via 'paint process change 3C -2B -> 2C-1B -> 1C1B

7 Stage Gate Process is followed from Concept to Production stage

Our Energy Efficient, Eco-friendly Products



Cyclopentane blowing agent used in PUF insulation of water Heater with ODP & GWP value zero



R 600a refrigerant for refrigerator zero ODP & GWP and Air Condition has R32 refrigerant with zero ODP & 675 GWP value



BEE Labels used in 90% refrigerators models & 5star models developed with 30 % energy efficiency.



- 100% refrigerators, storage water heaters, air condition are energy efficient
- 65% fan & consumer lighting products are energy star rated BEE certified
- Washing machine is voluntarily 5 star rated as per BEE standard protocol.



Amaya

- Efficiencia Neo is lowest energy consuming Fan in India
- Stealth puro air I is fan with air purification for IAQ along with mood lighting meeting consumer & environmental expectations
- Amaya is an innovative Rivet-less, silent (reduced Noise) & energy efficient 5 Star rated fan (Certified from Bureau of Energy efficiency (BEE) which consumes 40W power only with 255 cu m/min air delivery



Mineral fortified alkaline pH ensuring nature's drinkable water



Ensuring clean & pathogen free air Quality thru Photo catalytic action



Environmental Labeling

Packaging contributes more than 60% of global solid waste. Packaging material severely impacts both land and water bodies. This clearly indicates the significance of renewable, decomposable and recyclable. Packaging is the part of final stage of manufacturing and first stage usage. Also, it plays a very crucial role in after being discarded. Plastic based packaging can increase land pollution.

In FY 22-23, we have replaced EPS to corrugated products and honeycomb boxes which is renewable and recyclable.



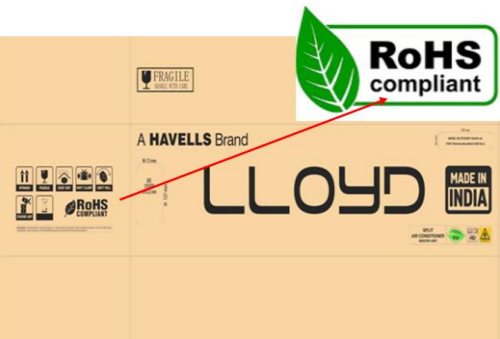
We have launched products like INOX BLDC, CRISTA BLDC, LIBECCIO BLDC AND LIBECCIO BLDC UNDERLIGHT ensuring reduction in EPS Packaging by using gap fillers made up of cardboard.

HAVELLS India Ltd ensure to collect Waste electrical and electronic equipment at Recycling Centres and at some retailers. For FY 2022-23, we have collected 12,264 MT of e-waste including the products such as Air conditioners, refrigerators, TV & washing machine and recycled 5,187 MT of waste.

Conversion of most of models from 7mm IGT copper to 5mm IGT copper, has helped us to reduce copper consumption by 30% in all our Air Conditioners which helped to reduce energy consumption during Production.



- Our TV, AC, WM & Refrigerators, fan, lighting products and small appliances are RoHS compliant as per E waste management rule, Govt of India
- 15% of Packaging has been converted to renewable materials from fossil based materials
- Our export grade MCB & other switch gear products are RoHS & REACH Compliance
- 90% electronic devices are RoHS Compliant. Drinkable water purified is SNF certified & Food contact appliance components are FDA certified



Identification of Critical suppliers

We have an automated vendor rating system to categorize suppliers into various grades based on performance parameters such as quality, cost, delivery and service. Monthly performance rating is shared with suppliers through Global Vendor Portal. To meet future business needs, we tightened the supplier performance criteria for continuous improvement. We ensure high quality by identifying critical parts and critical suppliers and supporting them at the development stage through Production Part Approval Process and Quality Risk Assessment activities.

We categorize critical suppliers through Volume of business & criticality of component/raw material.

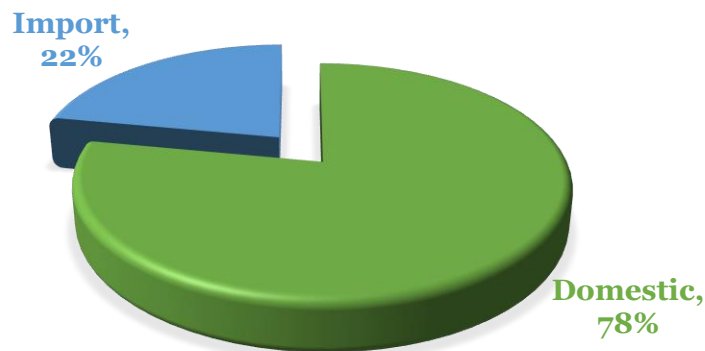
Assessment of Supplier on ESG parameters

Havells India has established an exhaustive process to inculcate and encourage sustainable practices in our supply chain and our suppliers. All our new suppliers are screened on ESG parameters such as environment, health and safety, decent working conditions, compliance to regulatory norms and waste. We have also established ESG audit systems for our existing and critical suppliers.

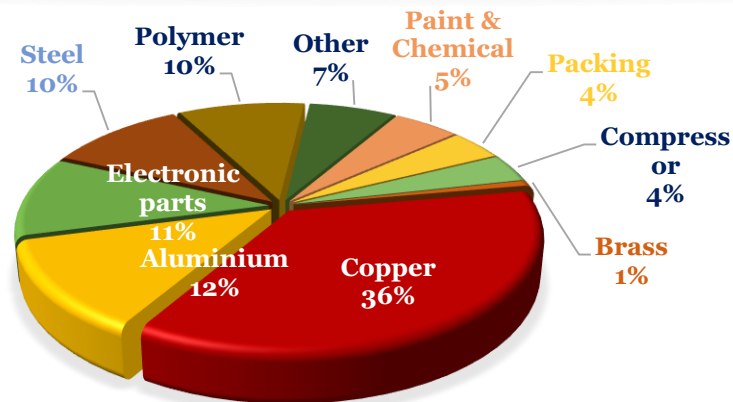
In our current vendor engagement program, our key ESG focus is on

- Water, Energy and Emission Management
- Localization drive for supplier base, we are eager to increase our domestic spend and explore import substitution avenues in line with ‘Made in India’ government agenda

Supplier Spend Analysis



Domestic Spend Vs Import Spend



Commodity Spend Break-up.

Tier 1 Supplier Break-up.



Phase 1 : Suppliers covering 80% Spend of Domestic BOM & FG.

Phase 2 : 100% Spend of Domestic BOM & FG will be covered.

Plant & FG : Strategic & Challengers suppliers, Raw Material : FY22-23 business with Havells > 5 Cr

ESG Survey link : 74 Questions

- Basic Information: 18 Nos, Environment: 25 Nos, Social: 13 Nos, Governance: 18 Nos.

- ❑ 266 Suppliers with 84% of Domestic BOM spend are covered under ESG Framework. (Part/FG : S&C Suppliers, RM Suppliers > 5 Cr)
- ❑ Average Score: 73%, (Need Improvements Suppliers: 26%, Satisfactory Suppliers: 29%, Excellent Suppliers: 46%)

Performance of Suppliers

- ❑ 76 % of our Suppliers are having Environmental policies, and 74 % suppliers are having the OHS Policy
- ❑ 51 % of our Suppliers are ISO 14001 Environmental Management System Certified
- ❑ 100 % of our Suppliers are ROHS Complied
- ❑ 63 % of our suppliers are having human right policy in place

We absorb new recruits into our culture and values through a structured induction programs that also builds awareness on our policies, various systems and processes.

We differentiate ourselves through our employee-centric approach and embed a culture of transparency, inclusion, collaboration and excellence, making Havells a ‘Great Place to Work’ certified organization. Our practices are aimed at providing an empowering work environment to meet the aspirations of our people. In FY 2022-23, 10.4% roles were filled through Internal job posting.



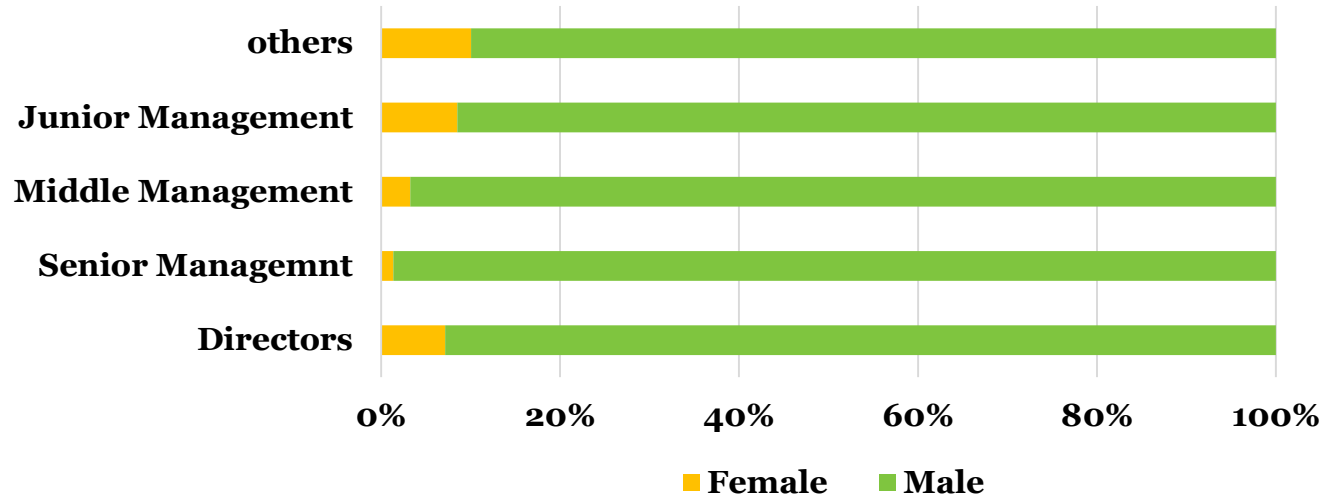
Driving diversity

At Havells, we are working towards increasing workplace diversity as we remain committed to equality and develop a culture that recognizes and values people from different backgrounds and experiences. Our Human Resource (HR) policies have been designed ensuring that all our people get equal growth opportunities irrespective of gender, religion, age, color or disability.

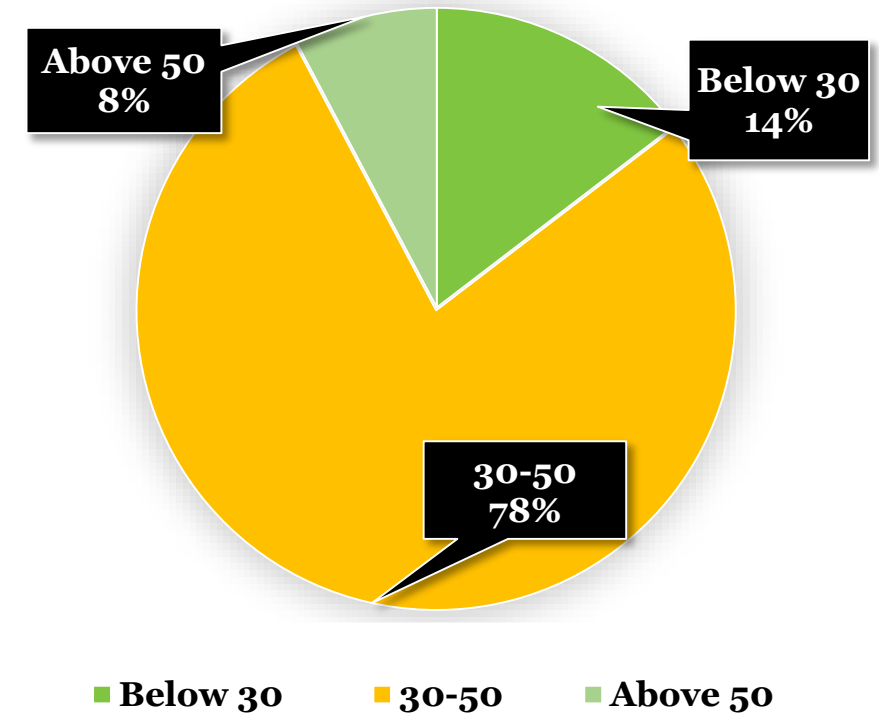
Gender diversity ratio at various levels of the organisation (as % of total workforce) are as follows:

Management Level	Total	Female	Male	% women in workforce
Directors	14	1	13	7.14
Senior Management	218	3	215	1.38
Middle Management	4454	146	4308	3.28
Junior Management	1418	121	1297	8.53
Non – Management	726	73	653	10.06
Total Workforce	6822	343	6479	5.03

Workforce Breakdown: Management Level F.Y 2022-23

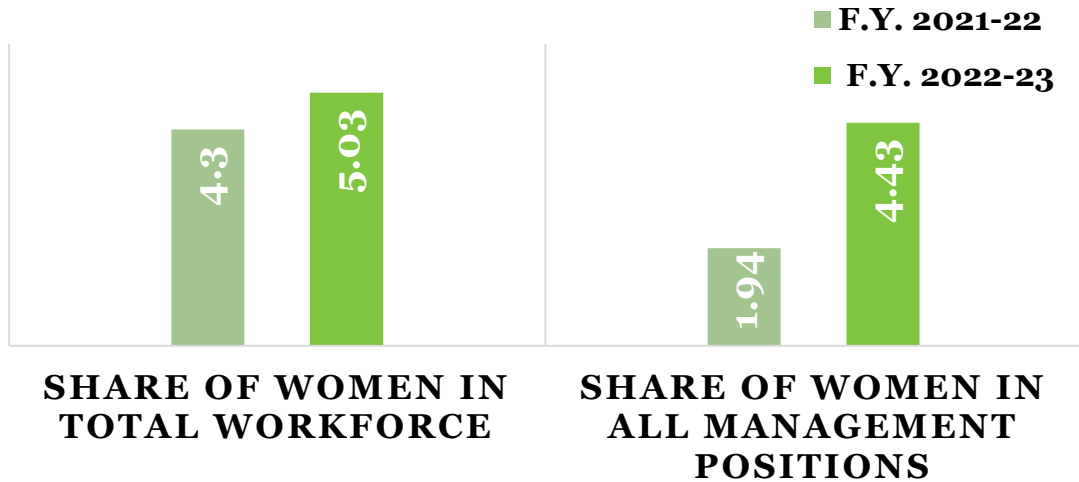


Workforce breakdown : Age (In Years) F.Y. 2022-23



<u>Gender Pay Indicators (INR in lakhs)</u>		Male	Female
Director (Only Full-Time directors)	Average base salary	380.43	0
	Average base salary + other incentives	1,050	0
Management Level (Senior, Middle, Junior)	Average base salary	29.61	36.63
	Average base salary + other incentives	39.25	48.72
Non- management level	Average base salary	2.52	2.55

OUR PERFORMANCE OVER THE YEAR

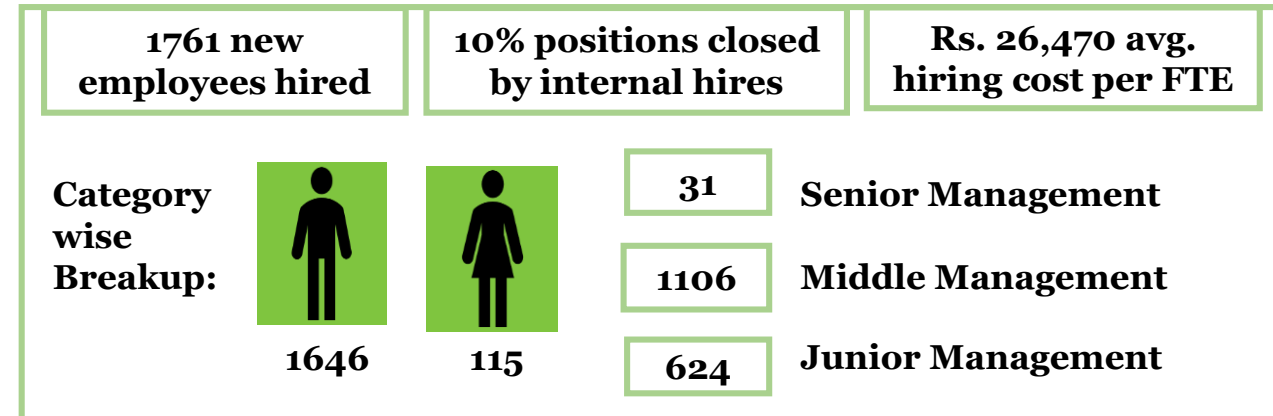


We recognize that diversity is not only a fundamental tenet of ethical business practice but also a key driver of innovation and success. We have seen an increase in the share of women in management roles and total workforce over the last financial year.

The share of women in management positions in revenue-generating functions is 1.40%. Along with this we promote and encourage hiring of women from STEM background, currently the share of women in STEM-related positions is 7.5%. We aim to improve our diversity ratio and regularly assess our progress.

Talent Attraction and Retention

Talent attraction and retention are paramount to our organization's success. To attract top talent, we offer competitive compensation packages and an inclusive work culture. The employee turnover rate stands at 15.9% which is completely voluntary and the breakdown of the hiring data is given below:



People Analytics

Our company uses People Analytics to analyze Employee performance, annual manpower planning, Identifying current workforce skill gaps through the skill development matrix for the workers, and recruiting and hiring process through evaluation of recruitment partners, hiring TAT, & source mix .

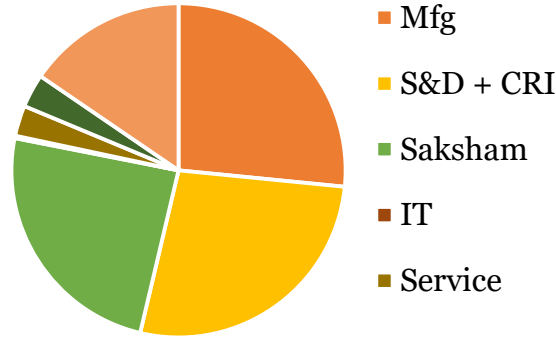
Human & Capital Development

Average hours per FTE of training and development

Man-hours of training per person per annum



Total Man-hours



Performance Management Appraisals:



Balanced Scorecard & Agile Conversations



360 degree feedback for senior leaders

Employee development programs

UNNATI – Development program for Branch Product heads

GET & DET Cadre Programs - To build talent pipeline for leadership roles from campus

PRATEEK – Development program of senior leadership team

Employee Support Programs:



Sports Programs

Discounts @ Medical Centers

1 Rostered off Saturday/month in Manufacturing

Health Insurance

Crèche Facility

Paternity Leaves

Long Term Incentive Plan for employees



Stock Options



Long-Term Reward Incentive

Annual Employee Survey



Employee Engagement



Employee Wellbeing

Safety Measures in FY22-23

1. Management Safety Committee has been formulated where they meet once every month to review the Safety Performance of each plants on the defined criteria.
2. 100% of the contractor employees trained on the various Safety aspects. Mandatory Safety Training for new hires before starting the work.
3. Approx. 30000 manhours of training conducted on various Safety topics.
4. Interplant Safety Audits were done to ensure high safety standards and sharing of best practices.
5. Process of Safety Challans introduced to implement the zero tolerance towards safety violations.
6. Back To Basics Safety Program was introduced to assess the performance of each zone of plants on 25 Safety and Hygiene parameters.
7. Big capital investment planned for improving infrastructure for enhancing Safety standards.
8. Safety Week is celebrated in each plant to create awareness and celebrate the culture of Safety.



Employee Engagement

Employee Connect



- We have been certified by Great Place to work for 4 years in a row now
- We provide additional benefits to our employees such as Group Term Insurance, Accident cover, Mediclaim and Parental leave – Paternity & Maternity
- We provide diverse skill development and need based training on technical content and soft skill development

Employee Survey

Year	2018-19	2019-20	2020-21	2021-22	2022-23
Employee Satisfaction Index (out of 5)	4.1	3.9	4.25	4.29	4.35

The Survey results are analyzed based on gender and age as well to understand the engagement topics for different employee demographic.

Human Rights

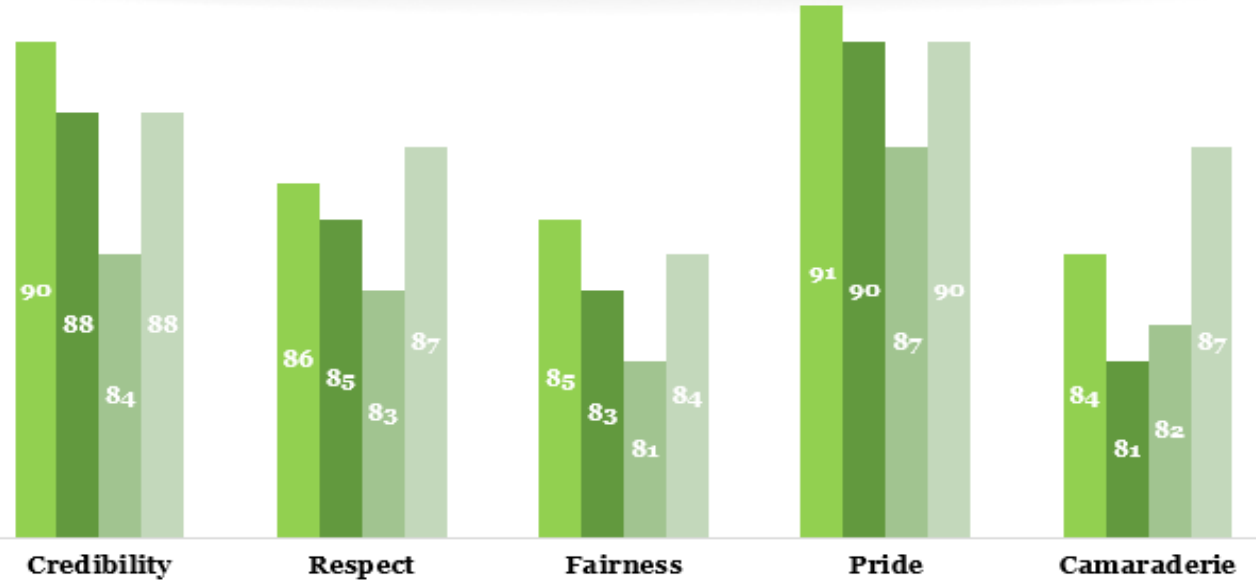
At Havells, we are committed to developing an organizational culture that upholds universally recognized human rights. Our company directive on human rights is diligently followed and relevant awareness sessions are conducted at regular frequency.

All our manufacturing sites undergo human rights assessment at regular frequency with different function heads held responsible for different aspects of human rights. Depending on the area of improvement identified, site specific mitigation & remediation plans are developed. A major portion of our remedial actions revolves around raising awareness on the human rights to encourage an effective human rights culture in our value chain. We also enforce social well being & human rights culture through contractual obligations and supplier code of conduct.

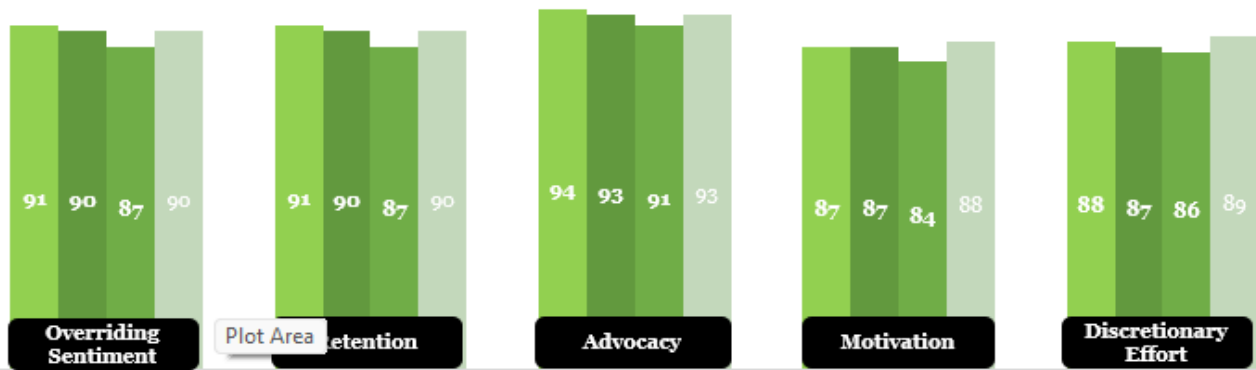
Great Place to Work Survey Results



Pride is our strength



Key indicators of a great workplace



Taking everything into account, I would say this is a great place to work.

I want to work here for a long time.

I'm proud to tell others I work here.

People look forward to coming to work here.

People here are willing to put in extra effort to get the job done.

Highest Gains
over last year



- HAVELLS INDIA LIMITED 2023
- HAVELLS INDIA LIMITED 2022
- FMCG & FMCD
- Best in Manufacturing - 2023

Employee Care Initiatives



CARE LEAVE PROGRAM

Wednesday
is for **Wellness** [Donate now](#)

When can you avail leaves from the leave bank?



This special leave bank is there for the times you or your family may face critical illness requiring prolonged care.



There is nothing more important than the health and well-being of our employees. Healthy employees are happy employees and we are committed to creating a healthy workplace. We want to ensure our workplace is the healthiest, happiest selves where everyone feels supported. Our initiatives –

Wellness Wednesdays:

The wellness program is focused on making healthier, balanced and purposeful life. We have developed a structured, strategic wellness approach with our empanelled hospitals and partners who have agreed to provide the following wellness services – Gynaecology, cardiology, orthopaedics, and gastroenterology.

In a step towards a happy workplace, we have initiated tie ups to improve the logistic support everyone. We have developed a structured, strategic approach with our partners who have agreed to provide the following services:-

- **Empanelled Hospital Services:** To avail discounts and various services along with customised health check-up at empanelled Hospitals for employees and dependants. Manipal group of Hospitals has been recently added to the empanelled hospital list.
- **Diagnostic Lab Tie up Pan India:** Agilus Diagnostic Limited and Lal Path lab has offered diagnostic services at more than 100 locations across Pan India at their diagnostic centres.

Quality Circle- External Recognitions F.Y. 2022-23



33rd CII National competition Participant Team : Prawal – EWA Baddi



34th CII National QCC : “Best Presentation Zero Defect” Team : Shakti – Lig-2



35th CII National QCC : “Best Presentation Team : Mission Possible – Lig-2



35th CII Regional competition-1st Runner up Team : Innovation– Motor & Pump_Neemrana



35th CII Regional competition-Best Women Team : WOW–EWA, Baddi



35th CII Regional competition-Best Creativity & Innovation Team : Mission Possible– Lighting II,



35th CII Prelim competition-2nd Runner up- 2nd Nov’22, Ghaziabad Team : Phoenix– SDA_Haridwar

Quality Circle Training Methodology

Small groups of 4 to 8 employees from same work area (Preferred) have a regular meeting to analyse and solve work related problems

The objective of this activity is:

- To improve the quality of Havells products.
- To improve productivity of the Havells Facilities.
- To develop sense of confidence
- To improve employees’ morale.
- To improve employees’ job satisfaction.
- To develop the personality of employees

Quality Circle works as a Self Development Tool to enhance:

- Team work
- Punctuality
- Self Discipline
- Planning
- Communication Improve (Report, Presentation)
- Problem solving ability: quality tool knowledge
- Confidence

Havells CSR Interventions	CSR Achievements / Impact
1) Mid-Day Meal Program at Alwar (Raj) - Hunger & Nutrition	<p>Started in FY 2005 with 1500 students beneficiaries in 5 schools.</p> <ul style="list-style-type: none"> • Current Beneficiaries are over 73000 students per day at 715 Government Schools. • The impact of this project was increased in enrolment of student & adequate nutrition to school children. • No. of beneficiaries are 8.6 Cr. till FY 2022-23
2) Health & Sanitation - WASH	<ul style="list-style-type: none"> • Built more than 4000 Bio-toilets at over 500 Schools. • For FY 2017-18 to 2022-23, distributed ~4.5 lacs Sanitary Napkins under Project Baala
3) Tree plantation - Environment Sustainability	<ul style="list-style-type: none"> • W.e.f. FY 2018-19 to 22-23, planted over 18 Lakhs trees (Teak) at Bhopal with Madhya Pradesh Rajya Van Vikas Nigam (MPRVVN) having ~ 85% survival rate. • Estimated carbon sequestration of plants at Bhopal (MPRVVN) for three years of plantation is 1,092 tonne & for 60 years will be estimated to 4,30,700 tonne • For FY 2023 to 26, the estimated plantation will be 12,22,500 teak plants
4) Tree plantation - Environment Sustainability	<ul style="list-style-type: none"> • Developed a green area “KANYA UPVAN” as joggers park in Alwar district by planting a tree on the birth of every girl child in the district, which was incorporated under Scheme of Govt. of Rajasthan viz. “Beti Bachao Beti Padhao”. • Over 1800 saplings have been planted and also, created a play zone for children at park. Increased Ecosystem for local community viz. benefitted for every age group. • Expected 7,00,000 annual visitors

THANK YOU



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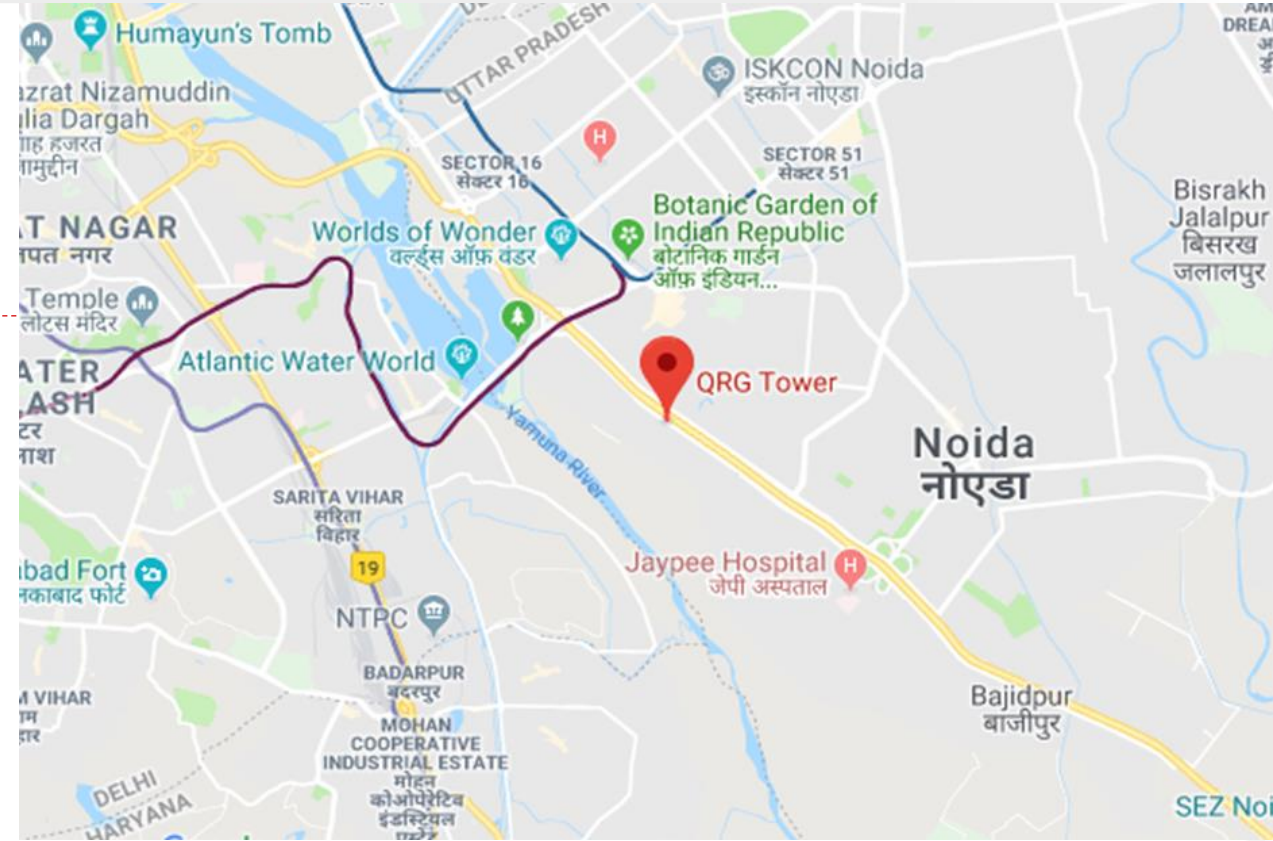
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