

BRSR Report FY 2024-25

Business Responsibility and
Sustainability Reporting



About This Report

Our Commitment to Transparent and Responsible Reporting

As a company operating at the core of India's industrial value chain, RHI Magnesita India Limited recognises that sustainable growth is not just an expectation—it is a responsibility. This Business Responsibility and Sustainability Report (BRSR) for FY 2024–25 reflects our ongoing commitment to transparency, accountability, and long-term stakeholder value. We understand that sustainability is not separate from business—it is embedded in our operations, our strategy, and our purpose. This report captures how we are integrating environmental stewardship, social equity, and governance excellence into every facet of our decision-making.

Purpose of This Report

This report is prepared in accordance with the requirements laid out under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as mandated for the top 1,000 listed companies in India by market capitalization. The BRSR is part of our effort to:

- Demonstrate compliance with evolving sustainability regulations.
- Ensure comprehensive ESG disclosures aligned with investor and stakeholder expectations.
- Reflect our alignment with India's national sustainability goals and global ESG benchmarks.
- Foster trust by sharing our progress, challenges, and roadmap ahead.

Looking Ahead

Through the BRSR, we aim not only to comply—but to lead. As we continue to strengthen our sustainability governance, this report will evolve to reflect new risks, new opportunities, and the changing expectations of regulators, investors, and society at large. We welcome stakeholder feedback to make future disclosures even more meaningful, and remain committed to improving year after year.

Scope & Coverage of the Report

Reporting Period: April 1, 2024 to March 31, 2025

Entity Covered: RHI Magnesita India Limited (standalone)

Framework Used: SEBI BRSR Format (as per MCA's NGRBC principles)

Disclosure Areas:

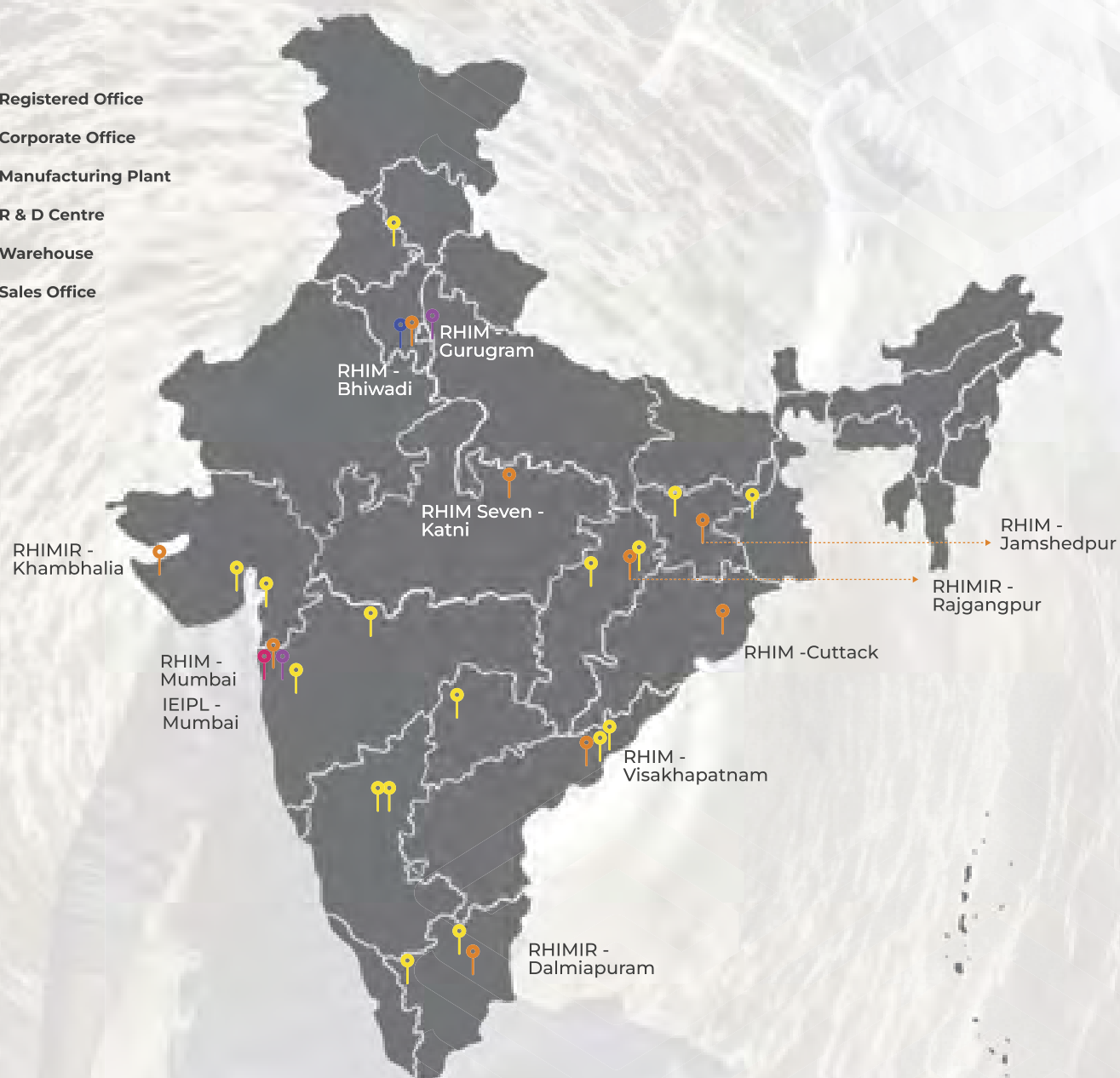
- Leadership Indicators (voluntary)
- Essential Indicators (mandatory)
- Performance across 9 National Guidelines on Responsible Business Conduct (NGRBC) principles

Key Features

- Data validated through internal reviews and compliance checks
- ESG performance disclosed across E, S, and G pillars
- Progress toward 2025 sustainability targets and alignment with UN SDGs
- Linkages with global frameworks such as GRI, and the UNGC

Geographical Footprint

- Registered Office
- Corporate Office
- Manufacturing Plant
- R & D Centre
- Warehouse
- Sales Office



Entity	Location	Site Type
RHIM	Mumbai	Registered Office
RHIM	Gurugram	Corporate Office
RHIM	Bhiwadi	R & D Centre
RHIM	Bhiwadi	Manufacturing Plant
RHIM	Visakhapatnam	Manufacturing Plant
RHIM	Jamshedpur	Manufacturing Plant
RHIM	Cuttack	Manufacturing Plant
RHIMIR	Rajgangpur	Manufacturing Plant
RHIMIR	Dalmiapuram	Manufacturing Plant
RHIMIR	Khambhalia	Manufacturing Plant
RHIM Seven	Katni	Manufacturing Plant
IEIPL	Mumbai	Manufacturing Plant

RHI Magnesita India Limited - RHIM

RHI Magnesita India Refractories Limited - RHIMIR

RHI Magnesita Seven Refractories Limited - RHIM Seven

Intermetal Engineers (India) Private Limited - IEIPL

Environmental Impact

Minimizing Footprint. Maximizing Innovation.

Sustainability, Safety & Inclusion at the Core

“**Safety First**” continues to drive our workplace culture. FY25 marked another year of strong performance across safety indicators, with LTIF consistently maintained below threshold levels. We also deepened our efforts in diversity and inclusion, while advancing supplier engagement on responsible sourcing. Beyond operations, our CSR programmes scaled impact in skill-building, water security, digital education, and women’s empowerment—across multiple states and in close partnership with local communities and NGOs.

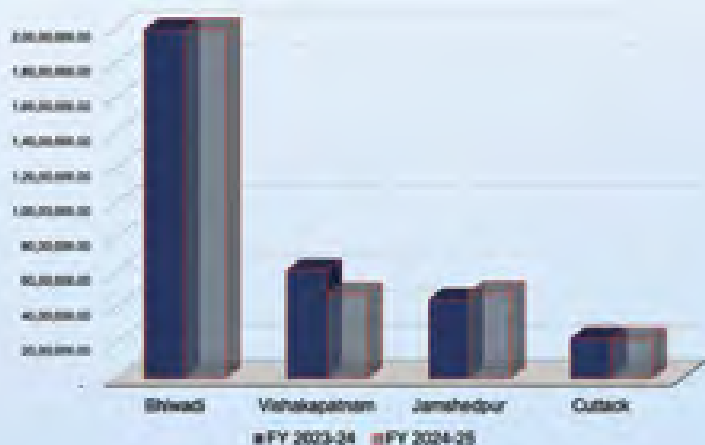
Towards 2025: Translating Vision into Milestones

As we move forward, our sustainability priorities for 2025 are clear and actionable. We are committed to:

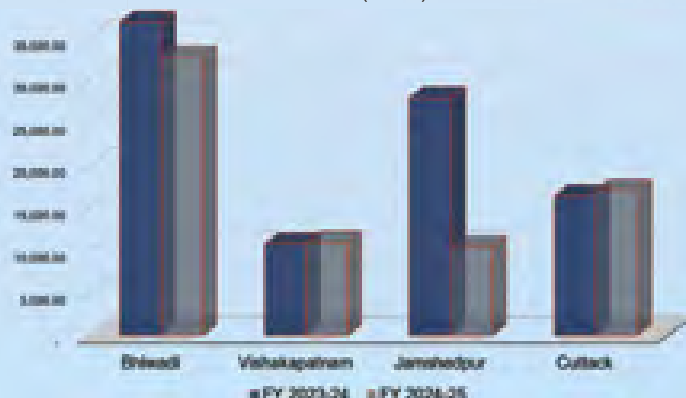
- Increasing the use of secondary raw materials to 15%, reinforcing our support for India’s circular economy.
- Reducing CO₂e emissions per tonne of product to 1.55, in alignment with the Group’s climate roadmap.
- Expanding supplier sustainability assessment coverage to 66%, ensuring ESG integration across our value chain.
- Maintaining a Lost Time Injury Frequency (LTIF) below 0.3, further strengthening our safety-first culture.
- Becoming the first refractories company to disclose the CO₂ footprint of over 2,000,000 products—setting a new benchmark in climate transparency and product-level sustainability.

These goals are not standalone—they reflect our broader belief that industrial growth must go hand-in-hand with environmental stewardship and social responsibility.

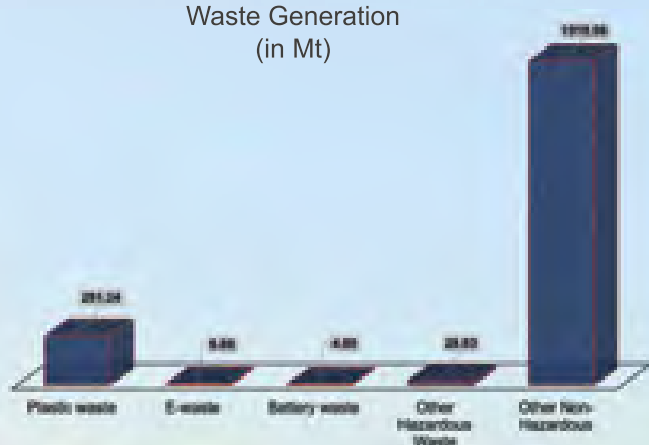
Electricity Consumption
(in kWh)



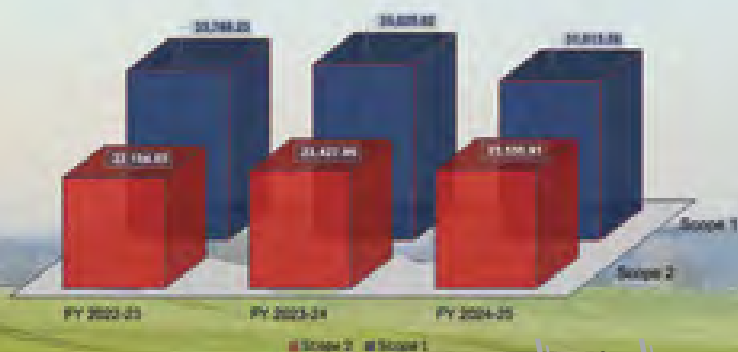
Water Consumption
(in KI)



Waste Generation
(in Mt)



Total GHG Emission
(in mt CO₂e)



Social Impact

People First. Progress Always.

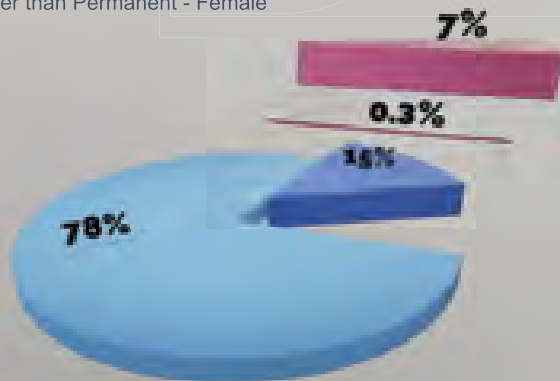
Total Employee strength

- Permanent - Male
- Permanent - Female
- Other than Permanent - Male



Total Workers strength

- Permanent - Male
- Permanent - Female
- Other than Permanent - Male
- Other than Permanent - Female



People First. Progress Always

At RHI Magnesita India, success is measured not just in financial outcomes but by the positive impact we create for people and communities. FY 2024-25 was a year of deepened social engagement, reflecting our commitment to Corporate Social Responsibility (CSR), diversity, and inclusion. Across initiatives in education, healthcare, rural transformation, women empowerment, and skill development, we reached more than 20,000 lives, demonstrating that business growth and societal progress are inseparable.

Youth Upskilling and Women Empowerment

Youth upskilling and women empowerment are integral to our approach. In Rajasthan, Jamshedpur, and Rajgangpur, vocational training programs focused on employable skills such as tailoring, digital literacy, and customer service, with particular emphasis on women's participation. A notable partnership with the NAB India Centre for Blind Women & Disability Studies enabled training in bakery and café management, customer care, craft and packaging for entrepreneurial ventures, and pain-relief therapies such as massage techniques. These initiatives expanded both income opportunities and dignity for marginalized women, ensuring that inclusion translates into tangible economic empowerment.

Diversity and Inclusion

Diversity and inclusion extend internally as well. The first-ever "Women in Refractories" session at IREFCON 2024 highlighted female leadership in a traditionally male-dominated sector, encouraging more women to pursue technical and leadership roles. We continue to recruit across diverse talent pools, ensure gender pay equity, implement flexible policies for women and differently-abled employees, and foster safe workplaces that integrate both physical and psychological safety.

Rural Transformation

Rural transformation initiatives address both infrastructure and quality of life. We invested in road construction, renovation of community centers, bus shelters, and access to clean drinking water, while also clearing dilapidated structures to enhance safety and aesthetics. These efforts improve everyday life and create long-term social capital that empowers communities to thrive sustainably.



CSR Philosophy

Our CSR philosophy is grounded in the belief that sustainable development is only possible when communities advance alongside industry. In FY 2024–25, we invested ₹6.84 crore across multiple initiatives, ensuring support reached underserved regions. Importantly, there were no unspent CSR funds for the year, and an additional ₹102 lakhs was carried forward to sustain twelve ongoing projects to completion by June 2025.

Healthcare and Well-Being

Healthcare and well-being are equally vital to our social commitment. Since 2018, RHIM has supported the VRD Trust Hospital near Vizag, which today serves over 10,000 residents annually, offering consultations, tests, medicines, dental care, preventive screenings, and emergency aid at nominal costs. This initiative fills a critical gap for communities previously without nearby healthcare access. Complementing this, we organized health camps across rural areas, distributed hygiene kits, and partnered with local institutions to strengthen healthcare infrastructure. In Rajgangpur and Vizag, targeted programs improved maternal and child health outcomes, reflecting our focus on holistic community well-being.

Education Initiatives

Education remains central to our social mission. We continue to champion access to quality learning in rural and underprivileged communities, supporting government schools in Bhiwadi, Cuttack, Katni, Rajgangpur, Khambhalia, Dalmiapuram, Jamshedpur, and Visakhapatnam. Our efforts span infrastructure upgrades, pedagogical improvements, and inclusive education for children with special needs, including partnerships with organizations like the Hope Kolkata Foundation. We funded teachers' salaries, provided uniforms, books, smart classroom tools, and stationery, rejuvenated classrooms, built libraries, and enhanced sanitation facilities, creating safe and inspiring learning environments. Through these interventions, thousands of children can remain in school, thrive academically, and build the foundations of a skilled future workforce.

Inclusivity and Kindness

Inclusivity and kindness are also embedded in our workplace culture. On the International Day of Persons with Disabilities, employees across all plants organized food drives, distributed essentials, and provided white canes to visually impaired students, enhancing their independence and confidence. These efforts go beyond charity—they embody our core belief that every individual deserves equal opportunity and respect.

Looking Ahead

FY 2025–26 will see our CSR budget grow to ₹647.09 lakhs for RHI Magnesita India and ₹17 lakhs for RHI Magnesita Seven Refractories. Our focus will remain on education, healthcare, and skill development, with new initiatives targeting climate resilience and green energy access in rural communities. At RHIM, social impact is not a side initiative—it is a core value, central to building a sustainable and inclusive future.

Governance Impact

Strong Structures. Integrity at the Core.

Strong Structures. Integrity at the Core

Good governance is the foundation of sustainable growth, and at RHI Magnesita India, it extends beyond statutory compliance to strategic leadership and long-term value creation. FY 2024–25 demonstrates how we embedded ethics, transparency, and accountability into every facet of our decision-making, ensuring that business objectives align with stakeholder interests

Diversity and Independence

Diversity of thought, gender inclusion, and global perspective underpin our governance philosophy. Independent directors actively monitor management performance, provide unbiased guidance, and safeguard both shareholder and stakeholder interests. Committees of the Board—covering audit, risk management, nominations, remuneration, and CSR—are chaired by independent directors, reinforcing impartial oversight and strategic focus.

Ethics and Integrity

Ethics and integrity are non-negotiable values. RHIM enforces zero tolerance for corruption, with robust anti-bribery and anti-fraud policies, a Code of Conduct for directors, employees, and business partners, a whistleblower policy protecting good-faith reporting, and adherence to SEBI, Companies Act, and RHI Magnesita Group standards. By institutionalizing these frameworks, growth is achieved ethically and responsibly.

Impact on Performance

The impact of governance is visible in FY 2024–25 performance. Financial discipline yielded consolidated revenue of ₹3,675 crore, profit after tax of ₹203 crore, and a 53% reduction in net debt. Transparent disclosures strengthened investor confidence, while CSR investments and community initiatives demonstrated measurable social impact. Leadership continuity and the induction of new directors ensured that fresh perspectives complemented organizational stability.

Company Governance

The Company's governance framework is anchored by a diverse and experienced Board of Directors. As of May 2025, the Board comprises eight members, including executive leadership, independent directors, and non-executive directors, blending technical industry knowledge, financial and legal expertise, global experience, and gender diversity. The inclusion of new members, has further strengthened the Board's capacity to navigate India's dynamic industrial landscape while upholding robust oversight.

Transparency and Accountability

Transparency and accountability are embedded in our reporting practices. Statutory disclosures—including the Board's Report, CSR Report, Secretarial Audit Report, Corporate Governance Report, and BRSR—provide stakeholders with comprehensive insights into financial performance, ESG initiatives, risk management, and regulatory compliance. The adoption of digital governance tools ensures accuracy, efficiency, and accessibility, strengthening stakeholder trust.

Governance and ESG Integration

Governance at RHIM is increasingly integrated with sustainability. The Board actively reviews ESG progress, including emissions reduction, diversity, safety, and community impact. Governance structures guide circular economy investments and resource efficiency, while transparent communication with shareholders, communities, and customers forms a key component of decision-making. Risk management is embedded into governance, addressing raw material volatility, global trade uncertainties, operational safety, and climate-related challenges.

Looking Ahead

Governance will remain a key enabler of sustainable growth. RHIM India aims to further enhance board diversity, adopt advanced digital governance systems for real-time compliance tracking, align reporting with global standards such as GRI and ISSB, and deepen stakeholder engagement. Governance at RHIM is not merely a compliance requirement—it is a catalyst for trust, resilience, and long-term sustainable value.

Section A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L28113MH2010PLC312871
2	Name of the Listed Company	RHI MAGNESITA INDIA LIMITED
3	Year of Incorporation	2010
4	Registered Office Address	Unit No. 705, 7th Floor, Lodha Supremus, Kanjurmarg Village Road, Kanjurmarg (East), Mumbai - 400042, Maharashtra, India
5	Corporate Office Address	19th & 20th Floor, DLF Square, M-Block, Phase-II, Jacaranda Marg, DLF City, Sector-25, Gurugram - 122002, Haryana, India
6	Company E-mail ID	Corporate.india@rhimagnesita.com
7	Company Telephone Number	+91 124 4299000
8	Company Website	www.rhimagnesita.co.in
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	(a) National Stock Exchange of India Limited (Scrip Code: RHIM) (b) BSE Limited (Scrip Code: 534076)
11	Paid-up capital (as on March 31, 2025)	₹ 206,501,426.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Azim Syed - Whole-Time Director & Chief Financial Officer Contact no.: +91 124 4299000 E-mail ID: Azim.Syed@rhimagnesita.com
13	Reporting boundary	The financial, environmental, social and governance disclosures made in this report are on a standalone basis i.e. RHI Magnesita India Limited
14	Name and assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

Throughout this Report, the phrase “RHIM” or “RHIM India” or “the Company” refers to the RHI Magnesita India Limited.

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing, Trading and Sale of Refractories and Services thereof.	The Company is one of the prominent manufacturer and trader of specialised refractory products and total refractory solution provider.	100

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

S. No.	Description of Main Activity	NIC Code	% of total turnover contributed
1	Manufacturing, Trading and Sale of Refractories and Services thereof.	23911, 23913	100

III. Operations

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

Location	Number of operational locations	Number of offices	Total number of plants and/ or operations/offices
National	4	25	29
International	0	0	0

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	All states & Union Territories
International (No. of Countries)	60+ Countries

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

Approx. 12.00% of total turnover of standalone entity.

c) A brief on types of customers

Customers of the Company primarily are producers of Iron, Steel, Cement, Lime, Non Ferrous Metals, Glass situated in India and abroad spread throughout the World.

IV. Employees

20. Details as at the end of Financial Year March 31, 2025

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1,276	1,200	94.04	76	5.96
2	Other than Permanent (E)	16	16	100.00	0	0.00
3	Total Employees (D+E)	1,292	1,216	94.12	76	5.88
Workers						
1	Permanent (F)	348	347	99.71	1	0.28
2	Other than Permanent (G)	2,004	1,830	91.32	174	8.68
3	Total Workers (F+G)	2,352	2,177	92.56	175	7.44

b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	0	0	0.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total Employees (D+E)	0	0	0.00	0	0.00
Workers						
1	Permanent (F)	0	0	0.00	0	0.00
2	Other than Permanent (G)	0	0	0.00	0	0.00
3	Total Workers (F+G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

Category	Total (A)	Representation of women	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnels*	2	0	0.00

* Excluding Chairman, Managing Director & CEO, who is forming part of Board of Directors

22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees and workers	10.66	17.10	11.05	14.00	2.00	16.00	0.64	0.00	0.64

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. 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	RHI Magnesita N.V.	Ultimate Holding	56.07 % through its subsidiary companies	No
2	RHI Magnesita India Refractories Limited	Subsidiary	100 %	No
3	Intermetal Engineers (India) Private Limited	Subsidiary	100 %	No
4	RHI Magnesita Seven Refractories Limited*	Stepdown Subsidiary	100 % through subsidiary	No

* Subsidiary company of RHI Magnesita India Refractories Limited

VI.CSR Details

24. Details of CSR:

S. No.	Particulars	Details (Amount in ₹ Lakh)
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii)	Turnover	289,186.01
(iii)	Net worth	405,800.98





VII. Transparency and Disclosures Compliances

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

The Company has identified its external and internal stakeholders through stakeholder mapping and periodic stakeholder engagement exercises. The Company has implemented a Grievance Redressal Mechanism to address Grievances if any raised by any group of Stakeholders i.e., by both External and Internal stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web- link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.rhimagnesitaindia.com/contact-us	nil	nil	nil	nil	nil	nil
Investors (other than shareholders)	Yes, https://www.rhimagnesitaindia.com/contact-us	nil	nil	nil	nil	nil	nil
Shareholders	Yes, as per Listing Regulations.	4	4	Resolved during the year	22	nil	Resolved during the year
Employees and workers	Yes, https://intranet.rhimagnesita.com/ethics-compliance/compliance-helpline	12	nil	Resolved during the year	8	nil	Resolved during the year
Customers	Yes, https://www.rhimagnesitaindia.com/contact-us	138	nil	Resolved during the year	7	nil	Resolved during the year
Value Chain Partners	Yes, https://www.rhimagnesitaindia.com/contact-us	nil	nil	nil	nil	nil	nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Occupational health and safety	Risk & Opportunity	We aspire to achieve zero harm across all our operations. Health and Safety represent an important part of our group's values. However, Ensuring a safe and healthy workplace is critical for employee/workers well-being, operational efficiency, and regulatory compliance. Unsafe practices may lead to accidents, and repetitional damage.	We are dedicated to ensuring a healthy and safe working environment for all employees, contractors, visitors, and surrounding communities. With a zero-harm vision, we utilize tech-enabled safety systems that focus on shared responsibility and real-time data. Senior management oversees the implementation of comprehensive safety policies and procedures, aligned with global standards. We prioritize regular risk monitoring, near-miss reporting, and root cause analysis, while also enhancing safety practices among customers and suppliers. In case of incidents, specific action plans are enacted, supported by standardized safety instruction videos and Personal Protective Equipment (PPE) protocols for consistent compliance.	Positive
2	Climate Change risk and Emissions management	Risk	Natural disasters will exacerbate damage to production facilities, increase downtime of assets, worsen working environments, and disrupt supply chains, leading to delays in deliveries and the procurement of part. Increased need for mitigation activities will divert capital away from decarbonization activities such as grid expansion, renewables connection, and technology research and development	The Company is actively engaged in helping tackle climate change, starting with its own operations. Through market scenarios, it is also looking at potential climate impacts on economic growth and market/energy transition drivers such as pace of acceleration, bottlenecks, and governmental plans and targets. The Company has made efforts to accommodate internet of things (IoT) products.	Negative
3	Carbon neutrality	Risk	Unprecedented demand is pushing the sector to expand the supply chain, risking ESG performance. Capacity investments may divert attention from necessary new technologies and business models after the industry super-cycle. Imbalanced grid development for intermittent energy can affect power quality. Efforts to reduce emissions aren't matched by revenue increases, raising costs and harming competitiveness while carbon reduction targets	The path towards limiting global warming, as envisioned by the Paris Agreement, is a critical challenge for governments, businesses, and organizations. The Company has, therefore, defined and validated ambitious greenhouse gas (GHG) reduction targets to set its own net-zero trajectory. The Company ensures compliance with emerging and future GHG emissions regulation or legislation.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
4	Innovation & Sustainable Solutions	Risk & Opportunity	The landscape of risks associated with sustainable product innovation is complex. Customer-facing risks include inadequate infrastructure, lack of grid capacity for renewable energy, and concerns about pricing and adoption. Design and manufacturing risks involve the availability of sustainable materials, quality control, production upgrades, compliance with regulations, and investment costs. Additionally, the regulatory environment can necessitate significant investment in developing sustainable technologies, often with low market adoption. Regulatory actions should balance fostering sustainability markets with supporting the development of sustainable technology for effective progress.	The Company's innovative technologies and solutions help increase access to affordable, reliable, and sustainable energy vital for society to prosper and progress. As consumer needs and lifestyles continue to evolve, our forward-looking technologies help make the energy system more sustainable, flexible, and secure. The opportunity of innovating and bringing to the market sustainable products and solutions in its field of business is significant and it expects frontrunners to become the brand, supplier, employer, and investment of choice for its stakeholders. As electrification is one of the key pillars of decarbonization, the most innovative companies will also have the biggest contribution to a net-zero future. The Company identifies innovation as part of its DNA and strategy on a short-, medium-, and long-term basis.	Positive
5	Cybersecurity & Data Privacy	Risk	Embedding security into every layer of the organization—from technology to people and processes, as well as extending these requirements throughout our value chain—requires expertise, commitment, collaboration, and ongoing vigilance.	Deployment of robust IT security systems, continuous monitoring, employee awareness programs, and compliance with global standards (e.g., GDPR, ISO 27001).	Negative
6	Circularity	Opportunity	Our efforts can support economic growth by developing innovative and “retrofitted” products and services that promote the circular economy. Reducing the waste through our products and services will also help in minimizing the environmental impacts such as air and water pollution.	Within our own operations, we are working towards minimizing waste and to plan and achieve ‘zero waste to landfill’ goal across operations by making our products and processes more efficient along with maximizing the use of sustainable materials for packaging.	Positive
7	Employee Training & Development	Opportunity	We are committed to providing - high-quality training and development opportunities to our employees. The RHIM Academy delivered LinkedIn learning, has provided education for staff since it was launched in January’ 2023. A skilled and engaged workforce is essential for business resilience, innovation, and long-term sustainability.	We are dedicated to attracting and developing talent by promoting a culture of continuous learning through structured training programs. These programs include advanced training that is tailored to needs and job requirements, as well as specialized modules on digitalization, AI platforms, environmental, social, and governance (ESG) principles, digital skills, and leadership development. All of these initiatives are designed to improve efficiency, effectiveness, and long-term growth.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
8	Supply Chain Sustainability	Risk & Opportunity	Increasing stakeholder expectations require supply chains to be sustainable, ethical, and resilient. Risks include reputational damage from suppliers' non-compliance.	Supplier ESG assessments, partnerships with sustainable vendors, and transparent procurement policies.	Positive
9	Responsible sourcing	Risk	By actively and responsibly managing the supply chain, we can positively impact local economies and the environment, including reducing pollution and minimizing the use of hazardous substances. Additionally, this approach benefits people by promoting safety and upholding human rights throughout the value chain. Failure to adhere to these principles can result in noncompliance and reputational risks for the company, as well as potential issues with the availability of components and raw materials.	Established detailed frameworks (including supplier's Code of Conduct) alongwith processes to evaluate the supplier's adherence to RHI's supplier Code of Conduct and ESG requirements and supporting the suppliers to further enhance their ESG performance to move towards creating a sustainable supply chain base.	Negative
10	Business performance and resilience	Risk	Business performance and resilience is an enterprise wide aspect that encompasses crisis management and business continuity, and the need to respond to all types of risks that an organisation may face, for e.g. cyber threat, natural disasters etc.	Address and manage crises in both tangible and intangible aspects which could result in significant consequences with established crisis management systems and tools to mitigate risk and facilitate business continuity.	Negative
11	Corporate & sustainability governance	Opportunity	Addressing sustainability & governance is an opportunity to move ahead in the sustainability maturity model with cost saving and benefits as it demands responsible corporate behavior	The Corporate Sustainability strategy along with its governance is implemented across the Company business. With specific goals and reporting processes, the governance structure supports in strengthening relations with external stakeholders and ensures overall accountability of sustainability goals at enterprise level.	Negative
12	Human rights & labour standards	Risk	By establishing and maintaining safe and fair working conditions, a more equitable society and a stable economy can be created. However, not respecting human rights and labor standards can potentially result in negative impacts on people and communities which includes injuries or illnesses in workplaces, inadequate standards of living for workers due to poor wages, etc.	Established human rights policy along with detailed process and due diligence procedures to assess the Human rights risks across its operations	Negative

Section B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to restore the environment

P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c) Web Link of the Policies, if available	Pertinent Policies that are developed and implemented by the Company as per the NGRBC requirement are uploaded on the website of the Company https://www.rhimagnesitaindia.com/investors/corporate-governance/policies								
Code of Conduct	✓	✓	✓	✓	✓	✓	✓	✓	✓
Business Responsibility Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Anti-Corruption Policy	✓			✓			✓		
Anti-trust and Fair Competition Policy	✓	✓		✓					
Conflict of Interest Guideline	✓			✓					
Gifts & Invitations Guideline	✓			✓			✓		
Whistle Blower Policy / Vigil Mechanism	✓		✓	✓			✓		✓
Policy on Investor Dispute Resolution Mechanism	✓			✓					
Policy for Determination of Materiality of Events	✓	✓							
Code of Corporate Disclosure Practices for Prevention of Insider Trading	✓	✓		✓					
Code of Internal Procedures & Conduct for Regulating, Monitoring & Reporting of Trading by Insiders	✓	✓		✓					
Policy on Material Subsidiary	✓			✓					
Policy for Preservation of Records	✓			✓					
Familiarisation Programme, Term and Evaluation for Independent Directors	✓								
Reward & Recognition Policy			✓		✓				
Deputation Reimbursement Policy			✓	✓					
Remuneration & Nomination Policy			✓	✓					
Prevention of Sexual Harassment (PoSH) Policy			✓		✓				
Gender Equality Policy			✓		✓				

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
Policy on Data protection and privacy					✓	✓			✓
Policy on Human Rights			✓	✓	✓				
Modern Slavery Statement			✓		✓				
Supplier Code of Conduct		✓		✓	✓	✓		✓	
Sanctions, Export Controls & Business Partner Due Diligence Policy	✓				✓	✓			
Corporate Social Responsibility Policy	✓							✓	
Risk Management Policy	✓	✓				✓			
Policy on Dividend Distribution	✓			✓					
Policy for Related Party Transactions	✓	✓							
Occupational Health and Safety Policy		✓	✓						
Procurement Policy		✓	✓	✓	✓	✓			✓

Policy and Management Processes

2. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)

Yes, the Company has developed different Procedures on Policies and implemented the same across different levels of its operation. Different committees and personnel from the Company are designated with specific responsibilities for the efficient implementation of these Policies and Procedures
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)

The Company has integrated Transparent Business Practices as one of the Core Values. It communicates Policies and Procedures to its Value Chain Partners such as Suppliers, Resellers, Consultants, and Logistics Service Providers as applicable. Therefore, the enlisted Policies are extended to the Company's Value Chain Partners to the extent possible.
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.

The Company has adopted the following globally recognized Certifications in its manufacturing facilities

ISO 9001 : 2015 - Quality Management System.

ISO 14001 : 2015 - Environmental Management System.

ISO 45001 : 2018 - Occupational Health and Safety Management System.

ISO 50001 : 2018 - Energy Management System.

The Company has engaged an external certification body to obtain the above-mentioned certifications.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company is pursuing below-mentioned Sustainability Commitments.

Environmental:

Pollution Control and Abatement: Identification of pollution risks arising from Company activities and to provide adequate measures for abatement of the same efficiently and effectively.

Circularity: Reduction and Recycling of Wastes.

Resource Conservation: Use of Natural Resources sustainably.

Social:

Safe Place to Work: Striving for "Zero Harm Vision" to Life, Environment and Property.

Continuous Improvement: Improve Product Quality and Working Conditions.

Governance:

Legal Compliance: We are committed to adhering to regulatory requirements as mandated by regional and federal authorities.

Governance Structure: Implemented robust governance practices throughout the organization, ensuring ethical and transparent business operations across different regions.

The Company has integrated all these ESG commitments as Core Values for its day-to-day Operations.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Collective efforts are being made by the Company and its stakeholders to adopt all the ESG commitments with desired efficacy. Specific ESG targets are under development and will be disclosed going forward.

Governance, Leadership & Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

It gives us immense pleasure to share our third Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. The Report has been prepared in format prescribed by the Securities and Exchanges Board of India (SEBI).

Our Company predominantly is engaged in the manufacture of Refractories and strives to provide total Refractory Solutions to producers of Iron, Steel, Cement, Lime, Non Ferrous Metals, and Glass industries. The Company is customer-centric and/or in this regard, following sustainable ways of manufacturing and providing services to its customers across geographies. The Company firmly believes that sustainability is all about the right balance between ability and responsibility to gain relevance and stability. Sustainability for the Company is about making choices following the long-term perspective of business, society, and the environment. In this regard, the Company has taken various initiatives for water conservation, energy management, phased reduction and recycling of wastes, and Green House Gases (GHGs) emission reductions.

The Company's Corporate Social Responsibility (CSR) initiatives focus on enhancing the well-being of underprivileged communities near its manufacturing facilities. These efforts prioritize essential needs such as health, education, hygiene, and skills development. Our CSR initiatives will prioritize community engagement and align with the United Nations' Sustainable Development Goals (UN-SDGs). Ethical practices are ingrained in our Company's core governance principles and are adhered to daily.

As part of our forward-looking approach, we are committed to environmental protection and addressing critical issues such as environmental sustainability, GHGs management, and climate change

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Name : Mr. Parmod Sagar

Designation : Chairman, Managing Director & Chief Executive Officer

DIN : 06500871

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the directors and senior management periodically monitor the business responsibility performance of the Company. The Board of Directors reviews the business responsibility performance on an annual basis. The CSR Committee reviews the social performance and the Risk Management Committee assesses and reviews the identified risks from time to time.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether Review was Undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/Quarterly/ Any other-please specify)
	P1P2P3P4P5P6P7P8P9	P1P2P3P4P5P6P7P8P9
Performance against above Policies and follow up action	The performance of the Company is periodically reviewed by the management, Committee of the Board and the Board. The Company performance and any deviations in operation are also communicated to the Committee of the Board and the Board and Top Management on priority for resolution.	Ongoing (Periodically and/or Need basis)
Compliance with Statutory Requirements of Relevance to the Principles, and Rectification of any NonCom-pliances	The Company has dedicated resources for Regulatory Compliances and robust procedures for the identification of any non-compliances and rectification of the same. The top management and Board are communicated compliance status on regular basis.	Ongoing Basis

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the Entity Carried out Independent Assessment/ Evaluation of the working of its Policies by an External Agency? (Yes/No). If yes, provide the name of the Agency	<p>Assessment /Evaluation of Policies on Health, Safety, Environment, and Governance is largely done internally. The Company has taken support from an External Organisation for developing its ESG Policies and Procedures.</p> <p>The Company is certified under ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018. These Certifications also include an assessment of the Policies of the Company by an Independent External Assessor. i.e Bureau Veritas, a global independent external assessor for verification and certification.</p>								

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the Principles Material to its Business (Yes/No)	Not applicable								
The Entity is not at a stage where it is in a position to formulate and implement the Policies on Specified Principles (Yes/No)									
The Entity does not have the Financial or/ Human and Technical Resources available for the task (Yes/ No)									
It is planned to be done in the next Financial Year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 in 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 programs
Board of Directors (BoDs)	4	All members of the Board and KMPs underwent mandatory training and specialized training programmes befitting their roles and responsibilities in the Company. These training sessions are continuous and take place throughout the year.	100% by Rotation
Key Managerial Personnels (KMPs)	4		
Employees other than BoDs and KMPs	221	Some of the topics covered are <ul style="list-style-type: none">• Communication and Interpersonal Skills• Environment, Health and Safety• Business Ethics• Anti-Bribery & Corruption• Data Privacy• Anti-Trust & Fair-Competition• Sanctions & Export Controls• First Aid• Fire Safety Awareness• Emergency Response• Employee induction Training• Prevention of Sexual Harassment Training• People & Culture related Training Programs (awareness on the benefits provided by the Company, Wages etc.)• On-job Trainings These initiatives led to a noticeable improvement in the conduct and behavior of both employees and workers.	
Workers	256		

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:

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Monetary					
Penalty/fine	nil	nil	nil	nil	nil
Fine	nil	nil	nil	nil	nil
Settlement	nil	nil	nil	nil	nil
Compounding fee	nil	nil	nil	nil	nil
Non-Monetary					
Imprisonment	nil	nil	nil	nil	nil
Punishment	nil	nil	nil	nil	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
	nil

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 believes in ethically conducting its business including following anti-corruption and anti-bribery practices. This is supported and reflected by the Company's Code of Conduct as well as Whistle Blower Policy, which are hosted on the Company's Website: www.rhimagnesitaindia.com. The objective of these policies is to serve as a guide for all directors, executives, employees, and associated persons to ensure compliance with applicable anti-bribery laws, rules and regulations. This policy applies to all the persons associated with the Company.

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

Category	FY 2024-25	FY 2023-24
Directors	nil	nil
KMPs	nil	nil
Employees & Workers	nil	nil

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

nil

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

Not applicable

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

Particular	FY 2024-25	FY 2023-24
Number of Days of Accounts Payable for Goods	47	112

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11	17
	b. Number of Trading Houses where purchases are made from	660	496
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	4.81	60
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	0.003	0.80
	b. Number of dealers / distributors to whom sales are made	10	22
	c. Sales to top dealers / distributors as % of total sales to dealers / distributors	96	93
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	27%	21%
	b. Sales (Sales to related parties / Total Sales)	14%	13%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	nil	nil
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Sr. no.	Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	8	Environment, Social, and Governance trainings and awareness sessions as per 9 principles of BRSR and other sustainability frameworks	covering overall 30% of the supplier base out of total

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

Yes, the Company has a Code of Conduct for the Board including Independent Directors and Senior Management Personnel to avoid and/ or manage conflict of interest. In accordance with this, the Company collects annual declarations from relevant individuals regarding any interests that might create a conflict of interest with the Company.

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.

During FY 2024-25, the Company did not capture expenditure relating to Research & Development (R & D) activities separately. Each of the manufacturing facilities of the Company has an in-house R & D facility primarily meant to ensure the quality and performance of products manufactured including Inputs used therein. The Company has a R & D center at Bhiwadi, Rajasthan, which supports the development of new products, improvement of product quality and performance, the substitution of conventional raw materials, optimization of resources, re-cycling of processes and product wastes and other objectives firmed up from time to time.

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

Yes, In our commitment to sustainable procurement, RHI Magnesita aims to integrate sustainability priorities into our procurement processes. RHI Magnesita has established a framework for supply chain due diligence, to ensure ethical and compliant practices across the Group's supplier network. A comprehensive Supplier Code of Conduct outlines the standards and expectations the Group holds for all partners in the supply chain. Supplier desktop evaluations and on-site inspections are also used to proactively identify and address any potential risks, fostering a sustainable and resilient supply chain.

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

In FY 2024-25, around 15%

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:

RHI Magnesita is leading the refractory industry in the use of circular raw materials. For every tons of waste material that is reused, 1.5 tons (approx.) of CO₂ can be saved, in addition to circular economy benefits. The Company has increased secondary raw material usage by 15%, driven by the sales team's focus on prioritizing products with recycled content. Technical teams continue to innovate with over 100 recycling-related product developments, tailoring products for optimal performance and maximizing circular mineral usage.

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.

Yes, The Company is currently under the planning and registration under Extended Producers Responsibility (EPR) regime under Plastic Waste Management Rules, 2016. However, the Company has taken multiple steps regarding the same.

Leadership Indicators

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

No, the Company has not conducted any life cycle assessment for the products and services to date. However, the Company planning to assess in the coming years.

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

The Company has not conducted LCA for its products and services

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Waste Water	100%	100%
Waste Heat	30%	30%
Waste Material	15.50%	nil

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

Indicate input material	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	nil	nil	230.29	nil	nil	164.26
E-waste	nil	nil	3.54	nil	nil	0.39
Hazardous waste	nil	0.51	56.28	nil	nil	17.46
Other waste	nil	nil	1,888.61	nil	nil	2,143.38

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

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: as on March 31, 2025

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,200	1,200	100	1,200	100	0	0.00	1,200	100	1,200	100
Female	76	76	100	76	100	76	100	0	0.00	76	100
Total	1,276	1,276	100	1,276	100	76	100	1,170	100	1,276	100
Other than Permanent employees											
Male	16	16	100	16	100	0	0.00	0	0.00	16	100
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	16	16	100	16	100	0	0.00	0	0.00	16	100

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 (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	347	347	100	347	100	0	0.00	0	0.00	347	100
Female	1	1	100	1	100	1	100	0	0.00	1	100
Total	348	348	100	348	100	1	100	0	0.00	348	100
Other than Permanent workers											
Male	1,830	1,830	100	0	0.00	0	0.00	0	0.00	1,830	100
Female	174	174	100	0	0.00	174	100	0	0.00	174	100
Total	2,004	2,004	100	0	0.00	174	86.83	0	0.00	2,004	100

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

Particular	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.37%	0.14%

2. Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2024-25			FY 2023-24		
	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.)
Employee Provident Fund (PF)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees' State Insurance (ESI)	9.97	6.88	Yes	13.58	23	Yes

The Company employed other than Permanent Employees and Workers only through Registered Vendors and ensured that statutory benefits as per applicable Laws are extended.

3. Accessibility of workplaces

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

Yes, the Company has committed to delivering value through equality to nurture and promote human diversity across its operations. At RHIM, we have made special provisions for differently abled employees and workers in accordance with the Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone and acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces to enable employees with disabilities to carry out their jobs. Our Corporate office has ramps at entry locations and lobbies to facilitate wheelchairs. We have dedicated toilets for differently abled employees. We have elevators with Braille signs, designed for blind people or visually impaired people. Our other locations also comply with all the national/local requirements to accommodate differently abled person and their needs. All the Company's existing and new infrastructure has implemented a comprehensive plan to address the accessibility of workplaces for differently abled employees.

Our policy on Employment, People and Culture has been developed in line with our commitment.

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.

RHIM provides equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, or sexual orientation. The Company strives to maintain a work environment that is free from any harassment based on the above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual. The policy is available to the internal stakeholders on the Company's intranet platform.

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

100% retention rate.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Through its Whistle Blower Mechanism, the Company provides a Grievance Redressal Mechanism and encourages its employees and workers to bring to attention any instances of unethical behavior, incidents, fraud, or violation of the Company's Code of Conduct.
Other than Permanent Workers	Potential concerns about ethical misconduct or any compliance matters can be reported by all stakeholders (both internal and external) to an independently operated, confidential, and anonymous whistleblowing hotline, available in areas where the Company operates as well as other locations, in several languages. Contact details are communicated throughout the business and are available externally on the Company's website. In addition to the hotline, whistleblowing reports can also be submitted via other channels, such as to a dedicated e-mail address. All reports are assessed by the Internal Audit, Risk & Compliance team and then addressed on a case-by-case basis. The Audit & Compliance Committee and Board review this process and the reports arising from it, ensuring there are arrangements in place for the appropriate and independent investigation of these cases and that follow-up actions to address the root causes are completed.

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

Workers of Company's Bhiwadi (Rajasthan) manufacturing facility only are members of recognised Union, i.e. Indian National Trade Union Congress (INTUC)

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association (s) or Union (D)	% (D/C)
Total Permanent Employees	1,276	0	0.00	1,237	0	0.00
Male	1,200	0	0.00	1,170	0	0.00
Female	76	0	0.00	67	0	0.00
Total Permanent Workers	348	109	31.32	355	113	31.83
Male	347	109	31.41	354	113	31.92
Female	1	0	0.00	1	0	0.00

8. Details of training given to employees and workers (Permanent and other than Permanent):

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,216	1,216	100	1,216	100	1,196	1,196	100	1,196	100
Female	76	76	100	76	100	68	68	100	68	100
Total	1,292	1,292	100	1,292	100	1,264	1,264	100	1,264	100
Workers										
Male	2,177	2,177	100	2,177	100	1,936	1,936	100	1,936	100
Female	175	175	100	175	100	183	183	100	183	100
Total	2,352	2,352	100	2,352	100	2,119	2,119	100	2,119	100

9. Details of performance and career development reviews of employees and workers (Permanent and other than Permanent):

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,216	1,216	100	1,196	1,196	100
Female	76	76	100	68	68	100
Total	1,292	1,292	100	1,264	1,264	100
Workers						
Male	2,177	2,177	100	1,936	1,936	100
Female	175	175	100	183	183	100
Total	2,352	2,352	100	2,119	2,119	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, the Occupational Health and Safety Management System has been implemented in all Manufacturing Facilities of the Company. The Company has also developed and implemented an Integrated Environment and Health Safety (EHS) Management System. Integrated EHS Management Systems of below mentioned Manufacturing Facilities are certified under ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System):

Manufacturing Unit	Availability of ISO 9001:2015 Certification	Availability of ISO 14001:2015 Certification	Availability of ISO 45001:2018 Certification	Validity	Issuing Agency
Bhiwadi, Rajasthan	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Visakhapatnam, Andhra Pradesh	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Cuttack, Odisha	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Jamshedpur, Jharkhand	Yes	Yes	Yes	December 30, 2026	Bureau Veritas

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

While continuously employing measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization. Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in the following six steps by a Highly- Skilled Process Owner or a Qualified Safety Coordinator well versed in details of all activities and Safety standards:

- Pre- Assessment preparations
- Pre-Assessment meeting with HSE Leaders
- Conducting interviews
- Walk-Round Tour/Quantification of Hazards
- Evaluation of Hazard/Person/Severity Factors
- Post Evaluation activity

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, The Company has a global reporting tool i.e. Accstat to report unsafe situations, near misses and accidents and is accessible to all the employees. Further all employees can also report to the following personnel:

- Designated EHS personnel at Company's Manufacturing Facilities. -
- Head of the Respective Department.
- Reporting Manager

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

Yes, Employees/Workers of the Company have access to Non-occupational Medical and Healthcare services including through tieups with reputed Medical Institutions. Periodically they are also trained to respond appropriately to on-site medical emergencies.

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

Safety Incident/Number Safety Incident/Number	Category Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per two million-person hours worked)*	Employees Workers	nil 0.21	0.06
Total recordable work-related injuries	Employees Workers	1 4	4
No. of fatalities	Employees Workers	nil nil	nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	nil nil	nil

*LTIFR calculated per two million-person hours worked)

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

The health and safety of employees in the workplace is a core value for RHI Magnesita. Maintaining a safe and healthy workplace is fundamental to RHI Magnesita's culture and mindset. Our operations by necessity involve hazardous and higher-risk activities and maintaining high safety standards is a minimum expectation for all stakeholders. Our approach to safety centers on people and safe work practices, seeking to promote a safety-oriented mindset based on clear operating procedures and management of key risks.

New joiners including contractors are trained according to RHI Magnesita's safety principles, which underlines the shared responsibility to contribute to safety at work.

To deliver continuous improvement in our safety culture and performance, we monitor leading indicators in addition to key trailing performance indicators including Lost Time Injury Frequency ("LTIF") and Total Recordable Injury Frequency ("TRIF"). Assessing trends and parameters guides future improvement initiatives. Key safety initiatives implemented during the year included improved inductions and safety training for new joiners, integration of safety topics into shift-start meetings, and hand and finger safety communications campaigns. The Company has taken the following measures to ensure a safe and healthy workspace:

1. Safety Policy, Competence, Communications system/policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments.
2. The Company has taken measures that are compliant with all statutory preventive healthcare and occupational health and safety requirements.
3. The Company provided training on safety measures during induction to all new employees, including specific training.
4. A Safety Committee has been formulated to assist and collaborate with management and achieve objectives as outlined in the Health, Safety & Environment (HSE) Policy. The Committee deals with matters concerning health, safety, and the environment delivers practical solutions to problems encountered, promotes safety awareness amongst all workers, and undertakes educational, training, and promotional activities.
5. The Company selects the right Equipment, Technology and Processes at the planning stage to minimize chances of Workplace Safety-related deviations. Further, all the Hazardous materials used by the Company are managed with utmost importance to minimize any Health and Safety issues related to their Storage, Handling and Usage. The Company has also implemented Work Permit System as a formal documented systematic process designed to identify, communicate, mitigate, and control risks.
6. The Company treats its Human-capital as one of the valuable resources. Therefore, the Company takes care of Industrial and Workplace Hygiene related aspects with utmost importance. Further, the Company conducts risk based medical check-up of its Employees and Workers. Regular trainings on Occupational Health and Safety Management are also imparted by the Company to its on-roll Employees and Workers.

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

	FY 2024-25			FY 2023-24		
	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	nil	nil	nil	nil	nil	nil
Health & Safety	nil	nil	nil	nil	nil	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 (including Internal and external Assessment)
Working Conditions	100 (including Internal Assessment)

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.

There is a reporting mechanism in the Company to track the daily incidents related to health and safety. The same is also circulated to all plant heads and KMPs. In the monthly review meeting the KPIs for health and safety are reviewed and necessary steps are taken by Management to make all locations an accident-free zone.

The Company maintains 6S Methodology in its Manufacturing Facilities for Hazard-free and Seamless Operations and is a continuous process in RHI Magnesita India Limited.

These initiatives will also help the Company to enhance its competency with respect to Health and Safety in the workforce with a higher degree of awareness and suitable Training.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a) Employees (Y/N)

Yes, the Company has ensured that its Employees are adequately covered under different Insurance Policies.

b) Workers (Y/N)

Yes, the Company has ensured that its workers are adequately covered under different Insurance Policies.

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

The Company has put in place systems and procedures to ensure that statutory dues are deducted and deposited as per applicable laws by its value chain partners. Moreover, value chain partners are responsible for adherence or compliance with laws applicable to them and consequently for deduction and deposit of dues thereunder. The same is also mentioned in all the contracts with value chain partners.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	nil	nil	nil	nil
Workers	nil	nil	nil	nil

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

Yes, employees who are superannuating or retiring from the Company and are in good health, possessing niche skills that contribute to the Company's growth, may be offered employment as consultants.

5. Details on assessment of value chain partners:

Parameter	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	20% of supply chain partners were assessed for health and safety in FY 2024-25
Working Conditions	20% of supply chain partners were assessed for working conditions in FY 2024-25

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

Suppliers must comply with all the requirements as per the RHIM standards and Code of Conduct. Regular reviews are being done on a variety of sustainability topics. Health & Safety Executive (HSE) is given high priority while selecting the Suppliers. Wherever needed the Company offers its assistance in developing policies for them, if they don't have those standards

As per the internal Environmental, Health & Safety (EHS) audit procedure and assessment carried out, all the observations and nonconformances are properly recorded and notified for closeout. The Health, Safety & Environment Management system has been reviewed and aligned to be a part of and fully incorporated into the contract between the sub-contractor and the Company. Its purpose is to set forth the areas of EHS concerns and requirements routinely. This subcontractor system is intended to supplement any contractual requirements, including EHS Management System manual, guidelines, Standard Operating Procedures, any requirements of the client, as well as the sub-contractor's own EHS Program. All the suppliers and contractors of the Company are evaluated on their safety infrastructure processes and strengths before awarding a contract. The continued monitoring and measuring of suppliers and contractors ensure a comprehensive safe environment. This is further enhanced with regular refresher training sessions and capacity-building programs. In addition, periodic site visits by the senior management and site audits improve the EHS performance.

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.

Key Stakeholders are identified based on the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions

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

S. No.	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
1	Employees	No	<ul style="list-style-type: none"> Conferences, workshops, Townhalls, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media One-on-one interactions 	Continuous, weekly, monthly, quarterly, and annually	<ul style="list-style-type: none"> Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues.
2	Investors	No	<ul style="list-style-type: none"> Annual Report & Sustainability Report Investor presentations Corporate website Quarterly Results & Press releases 	Quarterly, Annually and on a need basis	Investors prefer to invest in organizations that are socially and environmentally responsible.
3	Customers	No	<ul style="list-style-type: none"> Interviews, personal visits, publications, mass media & digital communications, plant visits Support programmes, social media Conferences and events 	Periodically and on a need basis	<ul style="list-style-type: none"> Internal customers(Employees) Feel motivated to get involved in CSR projects and serve the community Guided by the CSR Team Enhance employee volunteerism External customers to connect with an organization that is socially & environmentally responsible
4	Suppliers and service providers	No	<ul style="list-style-type: none"> Supplier & vendor meets Workshops & trainings, Audits Policies IT-enabled information sharing tools and recognition platforms Dialogue in the context of industry initiatives, joint events, training courses, presentations Supplier audit 	Periodically and on a need basis Annually	Supply of material and service
5	Business Partners	No	Various forms where interaction with sales organisations and associations & vendor meets	Periodically and on a need basis	Provide service to present customers while increasing the potential for future growth
6	Government and Regulatory bodies	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	Monthly, Quarterly, Annually, and on a need basis	To get help in policy matters and the latest Govt. schemes
7	Communities	Please refer to the following link for information about the Company's community work: https://www.rhimagnesitaindia.com/sustainability/community			

Leadership Indicators

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

RHIM has set up various committees (Board level committees & Internal committees) for addressing issues relating to Economics, Environment, Social, Governance etc. Constant and proactive engagement with both Internal and External Stakeholders are conducted by such Committees to:

- Align the Business Plan and Strategy with Stakeholder's expectations.
- Review the Company's Performance in dealing with Grievances/Issues raised by the Stakeholders

Wherever thought to be necessary, said Committees forward the issues noticed for further deliberation and decision thereon by the Board and/or persons concerned.

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

Yes, RHIM has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

There are no vulnerable or marginalized Stakeholders pertaining to Company's Business. The Company has taken several CSR Initiatives as per the CSR policy of the Company.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers (Permanent and other than Permanent) who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,276	1,276	100	1,237	1,237	100
Other than permanent	16	16	100	27	27	100
Total Employees	1,292	1,292	100	1,264	1,264	100
Workers						
Permanent	348	348	100	355	355	100
Other than permanent	2,004	2,004	100	1,764	1,764	100
Total Workers	2,352	2,352	100	2,119	2,119	100

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,276	All the employees were paid more than minimum wages		1,276	100	1,237	All the employees were paid more than minimum wages		1,237	100
Male	1,200			1,200	100	1,170			1,170	100
Female	76			76	100	67			67	100
Other than Permanent	16			16	100	27			27	100
Male	16			16	100	26			26	100
Female	0			0	100	1			1	100
Workers										
Permanent	348	All the workers were paid more than minimum wages		355	100	355	All the workers were paid more than minimum wages		355	100
Male	347			354	100	354			354	100
Female	1			1	100	1			1	100
Other than Permanent	2,004			1,764	100	1,764			1,764	100
Male	1,830			1,582	100	1,582			1,582	100
Female	174			182	100	182			182	100

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

a) Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoDs)	4	-*	2	0
Key Managerial Personnels (KMPs)@	2	-	0	0
Employees other than BoDs and KMPs	1,197	6.67	76	8.00
Workers	347	3.38	1	-

* Excludes Sitting Fees paid to Independent Directors.

@ Excluding Chairman, Managing Director & CEO who is forming part of BoDs.

\$ One KMP served only part of FY25

Note: Non-Independent Non-Executive Director forgone their entitlement of sitting fee.

b) Gross Wages paid to females as % of total wages paid by the entity, in the following format;

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	6.40	0.20

* Wages considered for permanent workmen

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)

The Company does not have a single focal point for addressing Human Rights related issues. However, the People & Culture team is responsible for addressing the same. In this regard Employees and Workers are encouraged to communicate such issues to People & Culture team at Corporate Office and/or Manufacturing Facilities or they can also write to the available compliance helpline.

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

The mechanism works by following the instructions outlined below:

- The employees/ affiliates address their complaints or grievances or report instances to the People & Culture department/ Senior Management. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy.
- A committee is formed/ designated to investigate the violations reported. The Committee evaluates the violations reported and ensures that the same is addressed and resolved. The Committee also, in consultation with the Senior Management, provides a suitable remedy.
- The Company periodically undertakes a human rights due diligence process for management and oversight/monitoring of the policy and identify any shortcomings.

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

Category	FY 2024-25			FY 2023-24		
	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	2	nil	nil	2	nil	nil
Discrimination at Workplace	nil	nil	nil	nil	nil	nil
Child Labour	nil	nil	nil	nil	nil	nil
Forced Labour/Involuntary Labour	nil	nil	nil	nil	nil	nil
Wages	nil	nil	nil	nil	nil	nil
Other human rights related issues	nil	nil	nil	nil	nil	nil

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.80 %	0.40 %
Complaints on POSH upheld	nil	nil

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

The Company has a Vigil Mechanism i.e. Diversity and Inclusion and Whistle Blower Policy, whereunder complaints for discrimination and harassment or any other wrongdoing can be lodged without fear of retaliation to adverse consequences. The Company's Code of Conduct also requires Employees at large to behave responsibly. Besides this, the Company has also put in Place a Policy on Prevention of Sexual Harassment of Women at the Workplace.

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

Yes, human rights requirements form part of RHIM Supplier Code of Conduct. Suppliers are mandated to comply with internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or compulsory labour is prohibited.

To be a part of the Company's value chain, the supplier must meet the following human rights requirements:

- a) Child Labour:** Only workers who meet the minimum employment age requirement in the country where they are working, may be hired by a Supplier. The Suppliers must comply with all the applicable labour laws, including those related to hiring, wages, hours worked, overtime and working conditions. The Suppliers are urged to formulate work-study programs and government-sponsored educational programs for the younger working section of the society.
- b) Wages and Hours:** Working hours, wages and overtime pay must comply with all applicable laws. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards. Workers should be paid annual leave and holidays as per the applicable laws.
- c) Equal Opportunities/Anti-Discrimination:** Suppliers are obliged to refrain from any discrimination and to ensure equal employment. Supplier shall not discriminate against the employees, based on nationality, color, origin, ideology, religion, race, caste, creed, trade union or political activity, sexual orientation, age, sex, illness, disability, pregnancy or any medical condition.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's Manufacturing Facilities are assessed internally and through Statutory bodies (such as Labour Department, Directorate of Industrial Safety and Health etc.) from time to time on these aspects.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

nil

Leadership Indicators

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

RHIM fostered an inclusive culture free from discrimination and powered by diverse employee capabilities. The Company is committed to free and fair employment practices free of any harassment based on race, religion, colour, age, sexual orientation, national origin, disability, or any other classification as mandated by national laws, ILO and UNGP guidelines. The Company's commitment to human rights is reflected in its governance, procurement, and social strategy. RHIM remained committed to uphold human rights across its value chain and its commitment was reflected in due diligence and implementation framework governed by the following policies:

1. Policy on Human Rights
2. Human Rights Guidelines
3. Supplier Code of Conduct
4. Corporate Social Responsibility Policy
5. Stakeholder Engagement Policy
6. Guidelines for employment of Differently abled people
7. Business Responsibility Policy
8. Policy on Prevention of Sexual Harassment of Women at Workplace
9. RHI Code of Conduct Policy

In addition to the above policy implementation, this year we have amended our Human Rights Guidelines, Diversity, Equity & Inclusive Policy, and Supplier Code of conduct. We have conducted a human rights survey covering all our stakeholders. This year, we have asked the employees about any workplace harassment, or discrimination faced by them, the effectiveness of the system to identify and report human rights issues, and the awareness of various means to report any abuse. The Employee Grievance Management System has been launched at group level. The vendor onboarding process through the internal portal covers the Human rights related requirements. In addition, supplier/vendor and customer sustainability and ESG assessment has Human Right component integrated.

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

Human rights due diligence is being covered as part of the other audits presently. EHS and People & Culture department of the Company regularly conducts audits and inspections through internal audit protocols on Human Rights related issues. Exclusive Human rights due diligence is yet to be conducted.

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

Yes, we strongly promote equal opportunities for everyone, and we acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces to enable employees with disabilities to carry out their jobs. Our Corporate office has ramps at entry locations and lobbies to facilitate wheelchairs. We have dedicated toilets for differently abled employees. We have elevators with Braille signs, designed for blind people or visually impaired people. Our other locations also comply with all the national/local requirements to accommodate differently abled person and their needs.

4. Details on assessment of value chain partners:

Parameter	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	20 %
Discrimination at Workplace	20 %
Child Labour	20 %
Forced Labour/Involuntary Labour	20 %
Wages	20 %
Others - ESG Matrix	Assessments are conducted through a mix of on-site audits and self-assessments through external party. Focus on high-risk and high-spend suppliers, aligned with the FY 2024 baseline. Corrective actions were initiated where gaps were identified, and follow-up is in progress as part of the entity's ongoing supplier governance efforts.

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

In compliance with RHIM's Supplier Code of Conduct, suppliers are audited and monitored on a variety of sustainability topics. Health and safety topics are given high priority in this operation. The corporation recognizes the significance of health and safety regulations in every business. As a result, the Company has offered its assistance in developing such policies for suppliers who do not have them.

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

The Company uses electricity supplied by State Industrial Grids in its manufacturing facilities in India. Diesel-driven generator sets and forklifts are also used as emergency backups and internal transportation and Liquefied Petroleum Gas (LPG), Fuel Oil (FO), Coal, Propane Gas and Natural Gas (NG) are used in production activities at the manufacturing facilities.

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	2,252.06	1,361.01
Total fuel consumption (B)	GJ	nil	nil
Energy consumption through other sources (C)	GJ	nil	nil
Total energy consumed from renewable sources (A+B+C)	GJ	2,252.06	1,361.01
From non-renewable sources			
Total electricity consumption (D)	GJ	116,546.55	126,882.93
Total fuel consumption* (E) - (LPG, NG, PG, FO, Coal)	GJ	718,797.98	343,327.09
Energy consumption through other sources (F) – (Diesel)	GJ	12,091.26	20,004.72
Total energy consumed from non-renewable sources (D+E+F)	GJ	847,435.78	490,214.74
Total energy consumed (A+B+C+D+E+F)	GJ	849,687.84	491,575.75
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/₹ turnover	0.0000294	0.0000174
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/PPP turnover	0.0006009	0.0003899
Energy intensity in terms of physical output	GJ/mt	4.7828	2.8177

*Total fuel consumption under non-renewable sources includes Liquefied petroleum gas (LPG), Natural gas (NG), Propane gas (PG), Fuel Oil (FO), and Coal

No independent assessment/evaluation/assurance has been carried out by an external agency

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.

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kl	nil	nil
(ii) Groundwater	Kl	71,197.11	88,353
(iii) Third party water	Kl	nil	nil
(iv) Seawater / desalinated water	Kl	nil	nil
(v) Others by the entity	Kl	nil	nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	Kl	71,197.11	88,353
Total volume of water consumption (in kilolitres)	Kl	71,197.11	88,353
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kl/₹ turnover	0.0000025	0.0000031
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kl /PPP turnover	0.0000503	0.0000701
Water intensity in terms of physical output	Kl/mt	0.401	0.5064

No independent assessment/evaluation/assurance has been carried out by an external agency

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	nil	nil
- With treatment – Please specify level of treatment	nil	nil
(ii) To Groundwater		
- No treatment	nil	nil
- With treatment – Please specify level of treatment	nil	nil
(iii) To Seawater		
- No treatment	nil	nil
- With treatment – Please specify level of treatment -Tertiary	nil	nil
(iv) Sent to third-parties		
- No treatment	nil	nil
- With treatment – Please specify level of treatment -Tertiary	570.59	31.50
(v) Others		
- No treatment	nil	nil
- With treatment – Please specify level of treatment-Tertiary	nil	nil
Total water discharged (in kiloliters)	570.59	31.50

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

The Company recognize the fact that out of four plants one plant i.e. Bhiwadi plant is in water-scarce area. The Company adopt watersaving technologies and closed-loop water circuit technology in all plants, which account for less than 10% of our total water use. Due to the efforts put in, RHIM has been able to reduce groundwater consumption by 50% and wastewater generation has significantly been reduced. Three of our plants, which are located at Jamshedpur, Visakhapatnam and Cuttack have been able to achieve zero discharge. Projects for setting up rainwater harvesting plants in the plants are currently on.

6. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Units	FY 2024-25	FY 2023-24
NOx	tons	70.26	68.39
SOx	tons	16.47	81.86
Particulate Matter (PM)	tons	52.50	60.53
Persistent Organic Pollutants (POP)		nil	nil
Volatile Organic Compounds (VOC)	tons	0.014	0.068
Hazardous Air Pollutants (HAP)		nil	nil
Others – please specify		nil	nil

The Company has engaged external National Accreditation Board for Testing and Calibration Laboratories (NABL) accredited monitoring agencies to monitor emissions.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	mt CO ₂ e	31,613.36	35,025.02
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	mt CO ₂ e	23,535.93	23,427.96
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	mt CO ₂ e / ₹ turnover	0.0000019	0.0000021
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	mt CO ₂ e / PPP turnover	0.0000389	0.0000464
Total Scope 1 and Scope 2 emission intensity in terms of physical output	mt CO ₂ e /mt	0.310	0.3351

No independent assessment/evaluation/assurance has been carried out by an external agency

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

Yes, the Company has undertaken following initiatives:

- Change in fuel from Light Diesel Oil (LDO) to Piped Natural Gas (PNG) has resulted in a substantial emission reduction.
- Conversion of Slide Gate Refractory (SGR) Oil-fired kilns into Gas-fired kilns.
- Modification of roller conveyor to closed Z conveyor in impact mills.
- Developing suppliers in India for making an incineration system for curing ovens
- Installation and regular monitoring of sewage treatment plants
- Improving the power factor of 0.99 and above through Auto Manual Power Factor (AMPF) system.
- Modification of drying cycles for precast driers to reduce energy consumption.
- Replacement of conventional contactors with Thyristorised system in electrical driers.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	291.24	164.26
E-waste (B)	6.86	0.39
Biomedical waste (C)	nil	nil
Construction and demolition waste (D)	nil	nil
Battery waste (E)	4.0	2.49
Radioactive waste (F)	nil	nil
Hazardous Waste		
Used Oil / Grease or Spent Oil, Oily Cotton Waste, ETP Sludge (G)	28.932	14.97
Non-Hazardous Waste		
Metal waste, Paper and cardboard Waste, Wood Waste, Plastic Jumbo bags, Plastic & Iron barrel scrap (H)	1,918.95	2,143.38
Total Waste Generated (A+B+C+D+E+F+G+H)	2,249.98	2,325.49
Waste intensity per rupee of turnover (Total waste generated / ₹ Revenue from operations)	0.00000007	0.00000008
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000159	0.00000184
Waste intensity in terms of physical output	0.0127	0.0128
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	nil	nil
(ii) Re-used	nil	nil
(iii) Other recovery operations	nil	nil
Total	nil	nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	8.9	nil
(ii) Landfilling	nil	nil
(iii) Other disposal operations	1,312.15	2,325.49
Total	1,321.05	2,325.49

No independent assessment/evaluation/assurance has been carried out by an external agency

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

By FY 2024-25, RHI Magnesita group aims to include 10% Secondary Raw Materials (SRM) per tonne of production. In India, the Bhiwadi plant has been able to put into practice a successful product recycling process, wherein approx. 22% of its products are now being recycled. There have been continuous process innovations being done in this regard at the plants of RHI Magnesita to meet the global group targets. The Company sites maintain the data of waste generated and disposal thereof and include the same in their monthly environmental dashboard. Hazardous waste is managed as per the regulatory requirement and a record is maintained for the same. Waste is disposed of through authorized handling agencies. Products are stored and handled as per the prescribed standards. Wherever applicable the Company follows 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse and Repair) for waste management. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management.

Following are the key aspects of the waste management program implemented by the Company:

- To comply with the waste-related statutory requirements as applicable. Further, the Company submits waste-related returns to the regulatory authorities as per the statutory requirement.
- Disposal of Hazardous and other categories of waste such as e-waste and used batteries through authorised recyclers and disposal agencies only
- To the extent possible, recycle product process wastes.

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

No, as on the date of this Report the Company does not have any facility(ies) in/around ecologically sensitive areas.

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

S. No.	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
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nil

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

Yes, the Company complies with applicable Environment Regulations for its operations in India.

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
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Not applicable

Leadership Indicators

1. Water Withdrawal, Consumption and Discharge in areas of water stress (in kiloliters):

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

i. **Name of the area:** Bhiwadi, Dist. - Alwar, Rajasthan

ii. **Nature of operations:** Manufacturing of refractory

iii. **Water withdrawal, consumption and discharge in the following format:**

Parameter	Units	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kl	nil	nil
(ii) Groundwater	Kl	32,716	33,226
(iii) Third party water	Kl	nil	nil
(iv) Seawater / desalinated water	Kl	nil	nil
(v) Others by the entity	Kl	nil	nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	Kl	32,716	33,226
Total volume of water consumption (in kilolitres)	Kl	32,716	33,226
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kl/₹ turnover	0.0000011	0.0000012
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment		nil	nil
- With treatment – Please specify level of treatment		nil	nil
(ii) To Groundwater			
- No treatment		nil	nil
- With treatment – Please specify level of treatment		nil	nil
(iii) To Seawater			
- No treatment		nil	nil
- With treatment – Please specify level of treatment		nil	nil
(iv) Sent to third-parties			
- No treatment		nil	nil
- With treatment - Please specify level of treatment -Tertiary treatment	Kl	570.59	31.50
(v) Others			
- No treatment		nil	nil
- With treatment – Please specify level of treatment		nil	nil
Total water discharged (in kilolitres)	Kl	570.59	31.50

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	mt CO ₂ e	---	---
Total Scope 3 emissions per rupee of turnover	mt CO ₂ e /₹ turnover	---	---

*The Company is planning start calculating Scope 3 GHG emissions.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

None of the manufacturing facility of the Company is situated in ecologically sensitive area.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Variable Frequency Drive (VFD) installed for machineries	14 nos. VFDs are installed for the machinery in the production area of Visakhapatnam manufacturing facility	Reduction of emissions
2	Roof Top Solar Panels	0.5 MW solar panels have been installed at the Visakhapatnam manufacturing facility	Use of Renewable Energy
3	Dual fuel and Retrofitted Emission Control Device (RECD) for DG sets	1 no. of 500 KVA DG set modified with dual fuel system and RECD at Bhiwadi manufacturing facility	Reduction of emissions
4	Dust collector installation	Dust collector for spray paint booth in ISO -1 installed at Bhiwadi manufacturing facility	Reduction of dust emissions
5	Fume extractors installation	Fume extractors installed for induction furnace in purging plug area and plasma cutter area at Bhiwadi manufacturing facility	Reduction of fume emissions
6	LED lights installation & Timer for lighting circuit	Conventional lights were replaced with LED lights and automatic timer installed for the lighting circuit at Cuttack manufacturing facility	Reduction of emissions

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

The Company has developed a Business Continuity Plan (BCP) and an on-site Emergency Management Plan. The BCP of the Company has identified potential business disruption issues and a recovery plan. The key issues that have been identified in the BCP are the supply of raw materials, use of natural resources, operational continuity etc. The onsite Emergency Management Plan has identified potential emergency scenarios and disruptions that could affect business operations on a short-term and long-term basis. This plan has also included guidelines on emergency response and post-emergency measures.

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

No such impact is observed in FY 2024-25. The Company has no formal reporting data collection method, this is monitored through the public domain. We do not find any material negligence by our value chain partners on environmental matters.

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

No formal assessment methodology is available in the Company.

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.

The Company is affiliated with Six (6) Trade and Industry Chambers.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	World Refractory Association	International
2	Indian Refractory Makers Association	National
3	Chemical & Allied Export Promotion Council (CAPEXIL)	National
4	Indian Chamber of Commerce	State
5	Confederation of Indian Industry	State
6	Bhiwadi Manufacturers Association	State

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.

nil

Leadership Indicators

1. Details of public policy positions advocated by the entity

The Company, either directly or through trade bodies and other associations, provides various recommendations related to the industry as a whole and its specific activities.

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not applicable

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

RHI Magnesita has a CSR Team to monitor the CSR Projects regularly which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	26.46 %	37 %
Sourced directly from within the district and neighboring districts	5 %	less than 5 %

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

Location	FY 2024-25	FY 2023-24
Rural	1.72	6.93
Semi - Urban	23.26	23.26
Urban	46.28	41.07
Metropolitan	28.74	28.74

*Location categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan

Leadership Indicators

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

Not applicable

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

S. No.	State	Aspirational District	Amount spent (in ₹ Lakh)
1	Andra Pradesh	Visakhapatnam	67.76

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

No, we do not have a policy on this as yet.

b) From which marginalized /vulnerable groups do you procure?

Not applicable

c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

nil

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

nil

6. Details of beneficiaries of CSR Projects:

CSR initiatives mentioned below and pursued by the Company are meant to benefit vulnerable and marginalized groups of communities neighboring the manufacturing facilities of the Company. However, the exact percentage of beneficiaries therefrom is not ascertainable

S. No.	CSR Project	No. of person benefitted from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
1	Educational	6,500+	70%
2	Health Care	2,500+	75%
3	Rural Transformation	10,000+	65%
4	Skills Development And Youth Empowerment	3,500+	70%
5	Skills Development And Empowerment For Differently-Abled People	50+	80%

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.

Customer response and customer satisfaction are one of the most important factors of RHI Magnesita. The Company engages with its customers on various platforms to understand their expectations. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for to get the directives for improvement.

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

Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal are not being calculated as a percentage of total turnover.

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	nil	nil	nil	nil	nil	nil
Advertising	nil	nil	nil	nil	nil	nil
Cyber-security	nil	nil	nil	nil	nil	nil
Delivery of essential services	nil	nil	nil	nil	nil	nil
Restrictive Trade Practices	nil	nil	nil	nil	nil	nil
Unfair Trade Practices	nil	nil	nil	nil	nil	nil
Other	nil	nil	nil	nil	nil	nil

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

nil

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

Yes, the Company has a detailed framework on cyber security and risk related to data privacy and the same is available on the website of the Company at <https://intranet.rhimagnesita.com/ethics-compliance/policies-guidelines/#skip>. This framework is aligned with ISO 27001:2022 (Information Security Management Systems.)

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.

Not applicable

7. Provide the following information relating to data breaches:

a	Number of instances of data breaches	nil
b	Promoting Health care	nil
c	Employment Enhancing Vocation Skills	nil

Leadership Indicators**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Details on the products and services of the Company are available at its website www.rhimagnesitaindia.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

To educate the consumers about the safe usage of the products, the Company has created various Product Information sheets. Product application videos have also been created for quick reference and links to videos are shared with the customers on a need basis. One-to-one briefing meetings are also held with Customers as and when necessary.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

In order to inform Customers of the disruption/discontinuation of essential services, the Company sends E-mail communications. Our site and application team are in regular contact with customers to train and educate them.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company displays product information on packaging as per the Customer requirements and applicable laws. This includes various technical specifications as required by the customer. At various platforms, the Company engages with customer to understand their concerns.

Global Alignment & Transparency

Reporting with Purpose. Acting
with Global Responsibility.



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Ethics and Integrity

RHI Magnesita India Limited is deeply committed to integrating sustainability into its core business strategy and aligning its initiatives with the United Nations Sustainable Development Goals (SDGs). Through targeted community investments, the company strengthens access to **quality education (SDG 4)** by building classrooms, libraries, and improving school infrastructure, thereby creating inclusive learning environments for rural children. Its emphasis on **gender equality (SDG 5)**, by enhancing infrastructure in women's colleges and providing safe, dignified facilities, reflects the company's dedication to empowering women and bridging educational gaps. Further, its projects on sanitation, health, and safety contribute directly to **good health and well-being (SDG 3)** and **clean water and sanitation (SDG 6)**, ensuring healthier communities. By upgrading public infrastructure and fostering safer, more resilient spaces, RHI Magnesita also supports **industry, innovation, and infrastructure (SDG 9)** and **sustainable cities and communities (SDG 11)**, strengthening the social and economic fabric of the regions in which it operates.

Looking ahead, RHI Magnesita India Limited is positioning itself as a catalyst for future-ready, low-carbon, and inclusive growth, with a strong emphasis on environmental stewardship. The company's ongoing and future initiatives contribute to **climate action (SDG 13)** and **life on land (SDG 15)** by embedding sustainability into operations, adopting responsible consumption practices, and reducing ecological footprints. With a vision that extends beyond compliance, RHI Magnesita is embracing innovation, circular economy principles, and digital transformation to ensure its operations are resilient, future-focused, and aligned with global best practices. In doing so, the company not only drives value creation for stakeholders but also actively contributes to building a sustainable, equitable, and thriving future for the communities and ecosystems it serves.

