



# KEI Industries Limited

**Registered and Corporate Office:** D-90, Okhla Industrial Area, Phase-1, New Delhi- 110020 **CIN:** L74899DL1992PLC051527  
Tel.: +91-11-26818840/8642/0242, Email: [info@kei-ind.com](mailto:info@kei-ind.com) Website: [www.kei-ind.com](http://www.kei-ind.com)

**KEI/BSE/2025-26**  
**The Manager,**  
**Listing Operation,**  
**BSE Limited,**  
**25<sup>th</sup> Floor, Phiroze Jeejeebhoy Towers,**  
**Dalal Street, Fort, Mumbai- 400 001**

**Date: 07.07.2025**

**Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25 pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015.**

Dear Sir/ Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25 forming part of the Integrated Annual Report for the Financial Year 2024-25.

The aforesaid documents are also available on website of the Company at [www.kei-ind.com](http://www.kei-ind.com)

This is for your information and record.

**Thanking You,**

**Yours faithfully,**  
**For KEI INDUSTRIES LIMITED**

**(KISHORE KUNAL)**  
**VP (Corporate Finance) & Company Secretary**  
**M. No.: FCS9429**

**CC:**

<b>The National Stock Exchange of India Ltd.</b> <b>Listing Division, Exchange Plaza, Plot No. C/1, G</b> <b>Block, Bandra Kurla Complex, Bandra</b> <b>(E), Mumbai – 400 051</b>	<b>The Calcutta Stock Exchange Ltd.</b> <b>The Senior Manager, Listing Division,</b> <b>7, Lyons Range, Kolkata-700001</b>
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# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1992PLC051527
2.	Name of the Listed Entity	KEI INDUSTRIES LIMITED
3.	Year of Incorporation	1992
4.	Registered Office Address	D-90, Okhla Industrial Area, Phase 1, New Delhi – 110020
5.	Corporate Address	D-90, Okhla Industrial Area, Phase 1, New Delhi – 110020
6.	E-mail	<a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a>
7.	Telephone	011-26818840 / 8642
8.	Website	<a href="http://www.kei-ind.com">www.kei-ind.com</a>
9.	Financial Year for which reporting is being done	FY 2024- 25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE), BSE Limited (BSE) and The Calcutta Stock Exchange Ltd. (CSE)
11.	Paid-up Capital (Rs.)	191.11 million
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. Kishore Kunal VP (Corporate Finance) & Company Secretary Telephone No: 011-26818840/8642 E-mail Id: <a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a>
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures made in this report are on a standalone basis.
14.	Name of assessment or assurance provider:	Sustainability Actions (P) Ltd.
15.	Type of assessment or assurance obtained:	Reasonable Assurance

### II. PRODUCTS AND SERVICES:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Wires and Cables Segment	Manufacturing and selling of Wires and Cables	94.26%
2.	Stainless Steel Wires Segment	Manufacturing and selling of Stainless Steel Wires	2.22%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects Segment	Design, Engineering, Supply, Erection, Testing and Commissioning of Projects	3.52%

\*Excluding Cables

**17. Product/Services sold by the entity (accounting for 90% of the entity's turnover):**

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Wires and Cables	27320	94.26%
2.	Stainless Steel Wires	24108	2.22%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects	42202	3.52%

**\*Excluding Cables**

**III. OPERATIONS:**

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

Location	Number of plants	Number of offices / project offices / depots	Total
National	8	73	81
International	-	4	4

**19. Markets Served by the Entity:**

**a) Number of Locations:**

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	60+ Countries

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

In FY 2024-25, the Company's exports accounted for 13% of total revenue, reflecting a robust year-on-year growth of 15%. This performance underscores our strategic focus on strengthening our presence in international markets and enhancing global competitiveness. We are steadfast in our vision to emerge as a preferred global supplier of cables and wires by consistently delivering high-quality products, providing superior customer service, and expanding into new and emerging geographies.

At present, the Company exports to over 60+ countries, with significant market presence in Australia, the United States, the Middle East (notably the UAE), Belgium, Nepal and Africa. Over the next 3 years, we aim to scale up our export contribution to 15-18% of total revenue, thereby deepening our global footprint and reinforcing our position as a trusted international partner.

**c) A brief on types of customers?**

KEI Industries Ltd. is recognized as one of the leading manufacturers of Wires and Cables in India, with a comprehensive product portfolio that caters to a wide spectrum of sectors including Power, Infrastructure, Real Estate, Refineries, Oil & Gas, Defence, Chemicals, Metals, Information Technology, Pharmaceuticals, Manufacturing, Renewable Energy, Cement, Fertilizers, Consumer Durables, Data Centres, and Non-metal industries, among others. Our products are marketed both domestically and internationally, serving government bodies, Public Sector Undertakings (PSUs), and private enterprises through direct B2B channels, as well as through an extensive network of dealers and distributors (B2C). In addition, KEI is engaged in the manufacture and sale of Stainless-Steel Wires, catering to both domestic and export markets.

Our Engineering, Procurement and Construction (EPC) division plays a pivotal role in the execution of Transmission and Distribution (T&D) projects, with a strong focus on rural and urban electrification initiatives under various Central and State Government schemes. The division is also actively involved in specialized Extra High Voltage (EHV) cable laying and related infrastructure development.



#### IV. EMPLOYEES

##### 20. Details as at the end of Financial Year 2024-25:

##### a) Employees and Workers:

###### Employees (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
1.	Permanent Employees (D)	1949	1861	95.48	88	4.52
2.	Other than Permanent Employees (E)	123	122	99.19	1	0.81
3.	Total Employees (D + E)	2072	1983	95.70	89	4.30

###### Workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4.	Permanent Workers (F)	101	101	100	0	0.00
5.	Other than Permanent Workers (G)	5527	5527	100	0	0.00
6.	Total Workers (F + G)	5628	5628	100	0	0.00

##### b) Differently abled Employees and Workers:

###### Differently Abled Employees

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
1.	Permanent Employees (D)	1	1	100	0	0.00
2.	Other than Permanent Employees (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	1	1	100	0	0.00

###### Differently Abled Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4.	Permanent Workers (F)	0	0	0.00	0	0.00
5.	Other than Permanent Workers (G)	0	0	0.00	0	0.00
6.	Total Workers (F + G)	0	0	0.00	0	0.00

## 21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	8	2	25%
Key Management Personnel*	1	0	0%

\*Excluding BOD

## 22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.95%	13.17%	12.01%	12.10%	10.50%	12%	10.01%	6.8%	9.9%
Permanent Workers	4.83%	0	4.83%	0.00%	0.00%	0.00%	2.8%	0.00%	2.8%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES):

### 23. Names of holding/ subsidiary/ associate companies/ joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate company/ joint venture (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.	KEI Cables SA PTY Ltd.	Associate	49%	No

The above Associate Company is not material for the Company.

Further during the year ended March 31, 2025, the Subsidiary Company i.e. KEI Cables Australia PTY Limited, has been Liquidated on June 17, 2024 and deregistered w.e.f. September 18, 2024 with Australian Securities & Investments Commission (ASIC). The Liquidation of the Subsidiary will not impact the business operations of the Company. The Subsidiary was not a material subsidiary of the Company.

## VI. CSR Details:

(₹ in Million)

24.	(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
	(ii) Turnover	97,358.77
	(iii) Net Worth	57,746.62

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)  (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	Queries/Request received from Investors/ Shareholders were replied/resolved.	0	0	Queries/Request received from Investors/ Shareholders were replied/ resolved.

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 year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Shareholders	Yes	4	0	Queries/Request received from Investors/ Shareholders were replied/resolved	0	0	Queries/Request received from Investors/ Shareholders were replied/ resolved
Employees and workers	Yes	1	0	-	0	0	-
Customers	Yes	11	0	Concern and Suggestion received on customer care email id and helpline number	35	0	Concern and Suggestion received on customer care email id and helpline number
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please Specify)	-	-	-	-	-	-	-

KEI has a dedicated point of contact to address grievances as under:

1. Communities – To carry out its CSR initiatives and activities KEI works with a range of NGOs, societies and social welfare foundations. According to the Company's Vigil Mechanism or Whistle Blower Policy communities are encouraged to express their concerns offer input on ongoing initiatives and file complaints about CSR projects programs or activities. <https://www.kei-ind.com/vigil-mechanism-whistle-blower-policy/>
2. Shareholders – The Company Secretary and Compliance Officer are directly accessible to investors and shareholders through their designated email addresses: [cs@kei-ind.com](mailto:cs@kei-ind.com) / [kunal@kei-ind.com](mailto:kunal@kei-ind.com)
3. Employees and Workers – Workers, directors, community, value chain business partners and other stakeholders can all report grievances through the company's Vigil Mechanism or Whistle Blower Policy. Additionally, it ensures complete anonymity for complainants and protects them from any victimization tactics. <https://www.kei-ind.com/vigil-mechanism-whistle-blower-policy/>
4. Customers – At KEI, customer service and satisfaction take centre stage in everything we do. We strive to reduce customer complaints and grievances by ensuring efficient service delivery and maintaining a robust review mechanism. To address concerns promptly, KEI has established a dedicated customer care service, where issues related to quality and products can be reported either via phone no. 1800 410 0000/ +91 82913 73688 or email: [customercare@kei-ind.com](mailto:customercare@kei-ind.com).
5. Value Chain Partners – Vendors, suppliers, consultants, contractors, dealers, distributors, business associates, joint venture partners and other third parties including their staff agents and other representatives are all covered by the company's supplier code of conduct. The company's whistleblower policy and Vigil Mechanism allow suppliers to voice concerns. <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>

## 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.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
1.	GHG emissions & Climate Change	Risk and Opportunity	Climate change also poses operational risks through the increased frequency of extreme weather events, which can disrupt supply chains, constrain raw material availability, and lead to delays in manufacturing timelines. These risks are particularly pronounced for industries like ours that depend on stable and predictable input flows to ensure operational efficiency. Concurrently, the evolving expectations of customers, investors, and regulatory bodies are placing a greater emphasis on sustainable practices. Failure to demonstrate measurable progress in reducing GHG emissions may result in lost market opportunities and diminished investor confidence. However, these challenges also present a strategic opportunity. By reassessing and optimizing existing processes, KEI aims to enhance resource efficiency, strengthen the resilience of its operations, and position itself as a sustainability-driven leader. This approach not only supports scalable growth but also aligns with the broader transition to a low-carbon economy and evolving stakeholder expectations.	<ol style="list-style-type: none"> <li>1. Build awareness among employees regarding climate change and its impacts.</li> <li>2. Develop the ability to track and report environmental performance effectively.</li> <li>3. Collaborate with experts to enhance efficiency in addressing climate change challenges.</li> <li>4. Share KEI's climate risk mitigation efforts with relevant stakeholders to ensure transparency and engagement.</li> </ol>	<p><b>Positive:</b> Proactive climate action enhances KEI Industries' brand equity, unlocks new market opportunities, and aligns with investor and customer expectations. It supports operational efficiency and long-term business sustainability.</p> <p><b>Negative:</b> Inadequate climate risk management may lead to regulatory penalties, operational disruptions, and loss of trust among stakeholders. This can negatively impact financial performance and long-term growth.</p>
2.	Product Stewardship	Opportunity	KEI is committed to minimizing the environmental impact of its products across their lifecycle. Through product stewardship, the Company monitors environmental performance and integrates sustainability into product development.	-	<p><b>Positive-</b> By adopting proactive product stewardship, KEI can uncover opportunities to enhance process efficiency and integrate sustainable practices. This approach not only contributes to environmental responsibility but also strengthens KEI's competitive advantage in the market.</p>



Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
3.	Natural Resource Management	Risk and Opportunity	KEI Industries, a leading cable and wire manufacturer, depends heavily on natural resources throughout its supply chain, processes, and operations. The availability of these resources directly influences the company's activities, making efficient and responsible resource management crucial to its success.	<ol style="list-style-type: none"> <li>1. Utilize natural resources efficiently to reduce wastage.</li> <li>2. Explore alternative sources to ensure seamless business operations.</li> <li>3. Incorporate renewable resources into production processes to enhance sustainability.</li> <li>4. Collaborate with suppliers to promote responsible resource usage and integrate ESG practices into their operations.</li> </ol>	<p><b>Positive:</b> Effective management of natural resources enhances cost efficiency and positions the company for long-term, sustainable growth.</p> <p><b>Negative:</b> Inefficient resource management can escalate operational costs and hinder the company's overall growth trajectory.</p>
4.	Supply Chain Sustainability	Risk and Opportunity	Like several industry counterparts, KEI Industries depends on value chain partners across multiple stages of product development. Embedding environmental and social responsibility into supply chain practices ensures long-term business resilience and reinforces the company's social license to operate.	<ol style="list-style-type: none"> <li>1. Collaborate regularly with value chain partners to raise awareness about ESG issues.</li> <li>2. Incorporate ESG due diligence into the onboarding process for value chain partners.</li> <li>3. Conduct frequent evaluations of value chain partners to ensure alignment with industry best practices.</li> </ol>	<p><b>Positive:</b> Effective supply chain management not only minimizes environmental impact but also contributes significantly to the company's long-term sustainability efforts.</p> <p><b>Negative:</b> A mismanaged supply chain can result in resource inefficiency, disrupt material procurement, and lead to increased costs and reputational harm.</p>
5.	Employee Development and Engagement	Risk and Opportunity	Disengagement among employees presents a key risk, potentially resulting in reduced productivity, elevated attrition rates, and weakened workforce morale. Conversely, opportunities exist in advancing employee development through structured training programs, career advancement pathways, and consistent engagement initiatives. Strategic investment in talent growth and recognition mechanisms contributes to enhanced employee retention, innovation potential, and leadership continuity.	<ol style="list-style-type: none"> <li>1. Introduce ongoing training programs to enhance employees' skills and expertise.</li> <li>2. Develop career growth initiatives to attract and retain top talent.</li> <li>3. Encourage a healthy work-life balance to improve employee morale and overall well-being.</li> <li>4. Empower staff to share feedback on the grievance process to make it more robust and effective.</li> <li>5. Monitor employee sentiment through structured surveys and implement actionable improvements based on findings.</li> </ol>	<p><b>Positive:</b> A highly engaged and retained workforce fosters innovation, boosts performance, and cultivates a positive organizational culture.</p> <p><b>Negative:</b> Failing to meet workforce expectations can negatively affect morale, hinder productivity, and disrupt the company's long-term growth strategy.</p>
6.	Occupational Health & Safety	Risk	The well-being and safety of our employees and workers hold paramount importance for the organization. By implementing robust health and safety measures to mitigate risks to life and property, we foster a sense of security and strengthen employee confidence.	We conduct regular health and safety training for all employees to foster a safe work environment, including sessions on Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance. Both internal and external audits have been performed, and the Company has adopted ISO 45001 to ensure the health, safety, and well-being of its workforce. Additionally, various awareness programs and training sessions are organized to address safety-related issues.	<b>Negative:</b> Overlooking safety risks for employees and workers can result in serious consequences, including fatalities, a reduced workforce, and damage to the organization's reputation. Additionally, it can impact the availability of skilled labor, ultimately impacting the company's productivity and operational efficiency.



Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
7.	Governance and ethical business conduct	Risk	Any lapses in governance or regulatory compliance can lead to significant legal consequences and damage the organization's reputation. This, in turn, may erode stakeholder confidence and negatively impact the overall performance of the company.	1. Conduct training sessions and build awareness on industry best practices. 2. Provide clear guidelines through a well-defined policy framework. 3. Perform regular operational audits to ensure compliance and efficiency. 4. Actively engage with stakeholders to foster collaboration and alignment.	<b>Negative</b> – Failure to adhere to compliance requirements can result in substantial regulatory fines and penalties. Such lapses can severely damage the organization's reputation, while also undermining the trust and confidence of both investors and customers.
8.	Transparency, accountability and reporting	Opportunity	By prioritizing transparency and accountability in its reporting, KEI Industries can enhance stakeholder confidence, including that of investors, consumers, and regulatory bodies. Demonstrating a strong commitment to ethical practices can differentiate KEI Industries from its competitors, attracting socially-conscious customers and investors who value responsible business conduct.	-	<b>Positive-</b> Maintaining transparency in business operations through clear and open disclosures fosters trust with key external stakeholders, including investors, customers, suppliers, communities, and regulators.

## 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.

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes, the policies have been approved by the Board of Directors and signed by the Chairman-cum-Managing Director.								
	c) Web Link of the policies, if available	Policies are available on the website of the Company i.e., <a href="http://www.kei-ind.com">www.kei-ind.com</a> . Policies which are internal to the Company are available on the intranet of the Company.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	<p>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.</p> <ul style="list-style-type: none"> <li>• NABL-ISO/IEC 17025:2017</li> <li>• ISO 9001:2015</li> <li>• ISO 14001:2015</li> <li>• ISO 45001:2018</li> <li>• Importer – Exporter Code (IEC)</li> <li>• RoHS &amp; REACH compliant</li> <li>• CE MARKING (EN ISO/IEC 17020)</li> <li>• RDSO (IRS:S-63/2014 (Rev 4.0), E-14/01 (part I &amp; II)(Rev 2) &amp; SPEC/E-14/04 (Rev-2)</li> <li>• SABS, SANS: 1339:2020</li> <li>• Underwriter laboratories (UL) certifications</li> <li>• UL 1072 – Medium – Voltage Power Cable</li> <li>• British Approvals Service for Cables (BASEC)</li> <li>• We are BIS Compliant</li> </ul>									
5.	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p> <p>KEI Industries is committed to creating long-term value for all stakeholders by aligning its business objectives with its sustainability ambitions. The following targets will be undertaken by KEI:</p> <ol style="list-style-type: none"> <li>1. Scope 1 and Scope 2 emission intensity reduction by 5% by FY 26-27.</li> <li>2. Zero Lost Time Injuries (LTI) .</li> <li>3. Target to be undertaken for improving permanent female employee diversity to 5.5% by FY 26-27.</li> <li>4. More than 90% supplier ESG due diligence by 2030.</li> </ol>									

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>The company is unwavering in its commitment to sustainability and has taken multiple steps to this direction.</p> <p>Following are key initiatives on environment front :</p> <p><b>FY25 Performance-</b></p> <p><b>Safety Management:</b></p> <ul style="list-style-type: none"> <li>47.50% reduction in LTFIR for workers as compared to FY 23-24.</li> <li>Health and Safety assessments were carried.</li> </ul> <p><b>Emission Management:</b></p> <ul style="list-style-type: none"> <li>Scope 1 reduction of 19.70% has been observed in FY 24-25 as compared to FY 23-24.</li> <li>GHG Intensity for Scope 1 and Scope 2 emissions has been reduced by 4.80% in FY 24-25 as compared to FY 23-24.</li> </ul> <p><b>Energy Management:</b></p> <ul style="list-style-type: none"> <li>Renewable energy has increased by 1.46% in FY 24-25 as compared to FY 23-24.</li> <li>Reduction in Energy Intensity by 9.89% in FY 24-25 as compared to FY 23-24.</li> </ul> <p><b>Water Management:</b></p> <ul style="list-style-type: none"> <li>Water intensity reduced by 16% in FY 24-25 as compared to FY 23-24.</li> </ul> <p><b>Solar Power Installation:</b> A state-of-the-art rooftop solar power system with a capacity of 3.905 MW has been installed and is successfully operating across the plants, reducing our reliance on non-renewable energy sources.</p> <p><b>Natural Gas Utilization:</b> KEI has transitioned from using diesel and furnace oil to natural gas in our boilers, thereby reducing toxic emissions and contributing to a cleaner environment.</p> <p><b>Energy Monitoring Systems:</b> An online energy monitoring system has been implemented to track electricity and diesel usage, optimizing energy consumption and enhancing operational efficiency.</p> <p><b>Zero Liquid Discharge (ZLD) Plant:</b> At our plants, we have installed a Zero Liquid Discharge Plant to treat wastewater. This plant purifies and recycles water, ensuring no liquid waste is discharged into the environment.</p> <p><b>Sewage Treatment Plants (STP):</b> All our plants are equipped with Sewage Treatment Plants.</p>								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Following are key highlights of KEI's performance on social aspects:</p> <ul style="list-style-type: none"><li>• <b>Health and Safety:</b> KEI is OHSAS 45001:2018 certified. We have stringent safety protocols and wellness programs in place to ensure a safe working environment.</li><li>• <b>Corporate Social Responsibility (CSR):</b> Our CSR initiatives primarily focus on eradicating hunger, promoting healthcare, promoting education, ensuring environmental sustainability, protection of national heritage, art and culture and animal welfare, which are essential for promoting sustainable human development and economic growth. We support various programs aimed at improving community health and providing educational opportunities.</li><li>• <b>Diversity and Inclusion:</b> KEI is committed to fostering a diverse and inclusive workplace, promoting equal opportunities for all employees regardless of their background.</li><li>• <b>Supplier engagement:</b> We conducted several engagement sessions with suppliers on ESG aspects and initiated due diligence process to gauge readiness on these issues.</li></ul> <p>To enhance the governance framework, KEI has undertaken several measures to ensure transparency, accountability, and robust management practices:</p> <p><b>Digital Transformation:</b></p> <ol style="list-style-type: none"><li>1. <b>Development of the "Saath-Saath" Web Application and Mobile Application for the Retail Department:</b> KEI has successfully launched a robust online platform-<b>Saath-Saath</b>-for its Retail Department, transforming its previously offline scheme management system into a dynamic, fully digital solution. This initiative integrates an advanced system that automatically calculates projection benefits for retailers, significantly improving scheme transparency and planning. The platform empowers Sales Officers by providing seamless, remote access to KEI schemes anytime, anywhere, through both web and mobile interfaces, thereby increasing efficiency and field productivity.</li><li>2. <b>Deployment of the Digital Factory Application:</b> KEI has implemented a cutting-edge <b>Digital Factory</b> application that leverages IOT to streamline manufacturing operations. This system captures real-time data directly from factory machines and seamlessly integrates it into the ERP system. By enabling live monitoring of key production metrics, the application enhances operational visibility, improves decision-making, and supports predictive maintenance-driving efficiency, accuracy, and agility across the manufacturing process.</li><li>3. <b>Implementation of the Mantra Facial Recognition System:</b> KEI has implemented the <b>Mantra Application</b>, a facial recognition-based access control system primarily designed to enhance on-site security. This system ensures that only authorized personnel can access restricted areas by using biometric facial data for verification. All access logs are securely stored on KEI's internal servers, protected with encryption protocols to prevent unauthorized access or tampering. The solution also includes role-based access control (RBAC) and <b>audit trails, enabling real-time monitoring</b> and forensic tracking, thereby strengthening physical security and compliance with data protection standards.</li><li>4. <b>ESSCom – Structured Digital Database (SDD):</b> KEI has in place an application <b>Employee Self Service Module for Compliance (ESSCom)</b>, a centralized <b>Structured Digital Database (SDD)</b> designed to automate compliance with <b>SEBI's Insider Trading Regulations</b>.  It allows Compliance Officers to efficiently manage the <b>Model Code of Conduct</b>, control <b>trading windows</b>, and process <b>pre-clearance requests</b>. The platform ensures <b>secure, time-stamped logging</b> of insider trades and disclosures. With <b>audit trails</b> and <b>role-based access controls</b>, ESSCom maintains high standards of data integrity and security. <b>Automated alerts</b> and <b>real-time notifications</b> keep stakeholders informed and enhance compliance oversight.</li></ol>								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9										
Governance, Leadership and Oversight																				
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: (Listed entity has flexibility regarding the placement of this disclosure )  We are pleased to present the third edition of our Business Responsibility and Sustainability Report (BRSR), reaffirming KEI Industries’ unwavering commitment to Environmental, Social, and Governance (ESG) principles. As a responsible corporate entity, we believe that embedding ESG considerations into our core operations is fundamental to driving long-term sustainable growth.  With the global transition to a low-carbon economy gaining pace, KEI has taken a leading role in driving sustainable practices. The company is committed to reducing greenhouse gas emissions, enhancing energy efficiency, optimizing water management, and encouraging waste recycling efforts.  This report outlines our progress across key areas including natural resource optimization, waste management, workforce well-being, stakeholder engagement, and ethical governance. Over the past year, we have deepened the integration of ESG into our business strategy, aligning with evolving global standards and regulatory expectations. Sustainability remains central to our organizational ethos, and we remain steadfast in our pursuit of responsible growth that creates enduring value for all stakeholders.																			
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).				Mr. Anil Gupta Designation: Chairman-cum-Managing Director Executive Director DIN: 00006422															
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				The Board of Directors have an oversight over sustainability in the business operations. The CSR & ESG committee is responsible for decision-making on sustainability-related aspects.															
10. Details of Review of NGRBCs by the Company:																				
Subject for Review			Indicate whether review was undertaken by Director/ Committee of the Board/ any other Committee									Frequency (Annually/ Half-Yearly/ Quarterly/ any other – please specify)								
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action							Yes										Annually			
Compliance with statutory requirements of relevance to the principles and rectification of any non- compliances							Yes										Annually			
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If “Yes”, provide name of the agency.																				
P1			P2			P3		P4		P5		P6		P7		P8		P9		
Yes, Sustainability Actions (P) Ltd.																				

12. If Answer to Question (1) Above is “NO”, i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									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

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

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	4	KEI conducts Familiarization programs by way of presentations on various topics/ areas such as Enterprise Risk Management, Statutory and Regulatory changes, Information Technology, Brands and Marketing, Product Information etc.	100%
Employees other than BoD and KMPs	396	KEI ensures continuous employee development through a wide range of training programs covering behavioral, technical, systems, and EHS topics. Behavioral training includes communication, interpersonal skills, leadership, goal setting, team building, and customer relationship management. Technical sessions focus on product knowledge, machine operations, and MS Excel. System trainings cover Salesforce, KEI Kutumb & Connect, IMS, and Adrenalin Max. EHS programs emphasize workplace safety, first aid, and wellness. A structured induction program familiarizes new employees with the company's profile, policies, processes, plant operations, and personality development essentials. Regular sessions also promote ethics, compliance, and human rights awareness.	100%

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	560	Programs are conducted on work ethics, health and safety, quality system, HR policies and practices, environment, fire drills and safety, prevention of sexual harassment, importance of safety (PPE) tools and safety kits, readiness to accidents and preventive reporting of dangerous occurrences.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website).

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

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

The Company had no material monetary and non-monetary 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 FY 24-25 for violation of any of the NGRBC principles.

Orders issued by various authorities including demand notice, interest and penalty thereon, have been disclosed to the stock exchanges in line with the requirement of Regulation 30 of the SEBI Listing Regulations.

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

Case Details	Name of regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes, KEI has instituted a comprehensive Code of Conduct that includes provisions on anti-corruption and anti-bribery, aligned with prevailing legal and regulatory frameworks in India. Additionally, the Company has adopted a distinct Anti-Corruption and Anti-Bribery Policy, applicable to all employees, whether permanent or temporary, as well as subsidiaries, joint venture partners, associate entities, and third-party affiliates. This policy reinforces KEI's unwavering commitment to ethical conduct and fair business practices, ensuring zero tolerance for corrupt activities across its operations. Please refer to link- <https://www.kei-ind.com/anti-corruption-and-anti-bribery-policy-iframe/>



5. Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.  
No disciplinary action was taken against any Directors/KMPs/Employees/Workers by any law enforcement agency for charges of bribery/ corruption.
6. Details of complaints with regard to conflict of interest.  
In FY 2025, no complaints was received regarding conflict of interest of the directors.
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:  
There were no cases of corruptions or conflicts of interest, which required action by regulators/ law enforcement agencies/judicial institutions.
8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

Particulars	FY 2025	FY 2024
Number of days of accounts payables	32	52

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.06%	0.06%
	b. Number of trading houses where purchases are made from	10	20
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	92.36%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	52.26%	46.43%
	b. Number of dealers / distributors to whom sales are made	2693	2428
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10.62%	10.12%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	0.00
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.94%	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

### Leadership Indicators

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

Total Number of awareness programmes held	Topics/Principle covered under the training	% of value chain partner covered (by value of business done with such partners) under the awareness programs
Multiple training/Awareness sessions carried out during the year	Ethics, Sustainability, Human rights, Inclusive Environment, Customer Management	75%

2. a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No).  
b. If “Yes”, provide details of the same:  
Yes. The Company has a Code of Conduct policy to manage the conflict of interests among the board members. <https://www.kei-ind.com/code-of-conduct-iframe/>

## Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

At KEI, we have implemented a structured strategy regarding product stewardship and our Research and Development team is fully committed to designing and developing products that prioritize environmental protection. Our primary focus is on enhancing energy efficiency, minimizing water consumption, reducing plastic waste generation, minimizing overall waste production, and implementing manufacturing practices to reduce material usage. Additionally, we continuously strive to improve the quality, durability, and performance of our products while ensuring their sustainability.

	Current Financial Year 24-25	Previous Financial Year FY 23-24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	₹ 7,85,87,337	₹ 2,40,55,450	In machinery testing equipment's and generators to enhance energy efficiency and lower energy consumption.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):  
Yes.
  - If "Yes", what percentage of inputs were sourced sustainably?  
KEI manufactures products that are RoHS and REACH compliant, thereby minimizing the use of restricted substances and promoting safer, more sustainable materials. We actively collaborate with our suppliers to enhance sustainability performance across the value chain. Our Supplier Code of Conduct, aligned with global best practices on health, safety, environment, human rights, ethics, and fair business, sets clear expectations for suppliers to comply with all relevant national and international laws. This approach fosters responsible sourcing and drives the adoption of sustainable practices. In FY 2024-25, 99% of purchased inputs by value were sourced sustainably.
- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:

<b>Plastics (including packaging)</b>	Electrical cables are designed for longevity, with a typical useful life of 20 to 30 years, owing to their inherent durability and resilience. Their core components-metals like copper or aluminum and insulating materials-are well-aligned with the principles of a circular economy.
<b>E- Waste</b>	
<b>Hazardous Waste</b>	Unlike many products, end-of-life cables are not treated as waste. Instead, they are considered valuable raw material for industries such as copper smelting, aluminum recovery, and steelmaking, making them part of a cradle-to-cradle material loop. Scrap cables are traded globally and serve as important feedstock for new cable manufacturing and other metallurgical processes.
<b>Other Waste</b>	At KEI Industries, we are committed to advancing circularity in our operations. We actively recover and recycle scrap cables and other waste generated during production. Our processes are optimized to: <ul style="list-style-type: none"> <li>Maximize the internal reuse of production scrap.</li> <li>Work with authorized recyclers for safe disposal and recovery of plastic insulation, e-waste, and other associated waste streams. In alignment with industry best practices, our waste management systems ensure compliance with environmental regulations and maximize resource efficiency. We strive toward zero waste to landfill and are working continuously to increase the share of recycled content in our products. Additionally, we have obtained recycler certificates from more than 80% in terms of quantity of scrap ensuring adherence to responsible waste management, and our sustainability commitments. The recycler is selling these scrap which is inclusive of metallurgical, non-ferrous and other scrap like packaging waste, plastic, rubber, glass to secondary industries that convert scrap into other products.</li> <li>Our commitment to sustainability is reflected in our goal to integrate circular economy principles across the value chain-from product design to end-of-life recovery-ensuring that our cables contribute to a more resource-efficient and low-carbon future.</li> </ul>

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No): YES
- If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
  - If "Not", provide steps taken to address the same.

Yes, waste collection practices at our manufacturing facilities are aligned with the Extended Producer Responsibility (EPR) guidelines. All waste is managed through authorized third-party vendors. We are also actively working on strategies to further enhance the efficiency and effectiveness of our waste management systems.

### 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)?

The Life Cycle Assessment (LCA) of the products is slated for implementation in the forthcoming fiscal year.

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:

We will undertake LCA in the upcoming fiscal year to enhance sustainability and environmental impact evaluation.

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):

Recycled or reused input material to total material	
FY 2025	FY 2024
1.16 %	1.45%

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:

Not applicable

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:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent Employees											
Male	1861	1861	100	1861	100	NA	NA	0	0	0	0
Female	88	88	100	88	100	88	100	NA	NA	0	0
Total	1949	1949	100	1949	100	88	4.52	0	0	0	0
Other than Permanent Employees											
Male	122	122	100	122	100	NA	NA	0	0	0	0
Female	1	1	100	1	100	1	100	NA	NA	0	0
Total	123	123	100	123	100	1	0.81	0	0	0	0

(b) Details of measures for the well-being of Workers:

Category	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	101	101	100	101	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	101	101	100	101	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	5527	*3008	54.42	5527	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	5527	3008	54.42	5527	100	0	0	0	0	0	0

\*Covered under ESI, remaining 2519 workers (other than permanent) are covered under workmen's compensation policy in Health Insurance as ESIC is not applicable at Silvassa (Dadra & Nagar Haveli and Daman and Diu).

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

Particulars	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.08	0.08

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

2. Details of retirement benefits (Permanent Employees and Workers), for FY 2024-25 and FY 2023-24:

Benefits	FY 2025			FY 2024		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	YES	100%	100%	YES
ESI	0.97 %	0%	YES	1.71%	0%	YES

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”, then whether any steps are being taken by the entity in this regard.

Yes, the premises and offices of KEI are accessible and accommodative to the differently abled employees and workers. The company will continuously coordinate with service providers and facility managers to ensure compliance with accessibility standards for its physical infrastructure, as prescribed under the Act. During the onboarding of newly hired employees with disabilities, are paired with dedicated buddies who provide support and assistance. This includes guiding them through the onboarding process, helping with relocation, and familiarizing them with the organization's infrastructure.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, please provide the web-link of the policy:

Yes, KEI has instituted a comprehensive non-discrimination policy that upholds equal opportunity irrespective of age, disability, gender, race (including colour, nationality, and ethnicity), religion, belief, or illness. Our workplace promotes inclusivity through gender-neutral compensation structures and equitable employment practices, guided by our Code of Conduct Policy which fosters a fair and inclusive work environment. Please find the web link of the policy: <https://www.kei-ind.com/code-of-conduct-iframe/>

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

Gender	Permanent employees		Permanent workers	
	FY 2025		FY 2025	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA		NA	
Female	100%	66.67%	-	-
Total	100%	66.67%	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If “Yes”, give details of the mechanism in brief:

**Permanent Workers**

**Other than Permanent Workers**

**Permanent Employees**

**Other than Permanent Employees**

Yes, the grievances are addressed on email-id: [grievance@kei-ind.com](mailto:grievance@kei-ind.com)

The company’s Open-Door policy ensures effective channels for addressing the concerns of employees and workers. To support grievance redressal, the company has implemented key policies, including the ‘Code of Conduct Policy,’ ‘Vigil Mechanism/Whistle Blower Policy,’ and ‘EHS Policy.’ These are accessible to all employees via the intranet and safeguard business principles while enabling employees, workers, suppliers, customers, and other stakeholders to report any practices or actions that may be inappropriate, illegal, or in violation of the company’s codes, policies, and business ethics. Adequate facilities are provided to ensure transparency and accountability in such disclosures. The Complainant is provided adequate protection under the policies.

All employees and workers can report via below modes:

- Through email at: [grievance@kei-ind.com](mailto:grievance@kei-ind.com)
- In case of letters (protected disclosure) submitted by hand-delivery, courier or by post addressed to Head HR or Head Legal or CFO, KEI Industries Limited, D-90, Okhla Industrial Area, Phase 1, New Delhi-110020 and may also send copy to the Chairman of the Audit Committee at KEI Industries Limited, D-90, Okhla Industrial Area, Phase 1, New Delhi-110020

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

KEI does not operate with trade unions but acknowledges and respects the fundamental rights of freedom of association and collective bargaining, ensuring employees have the opportunity to voice concerns and collaborate for mutual growth and development in line with our commitment to fair labour practices.

8. (a) Details of training given to employees and workers on “Health and Safety Measures”:

Category	FY 2025			FY 2024		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1983	1592	80.28	1715	1329	77.49
Female	89	89	100	79	17	21.52
<b>Total</b>	<b>2072</b>	<b>1681</b>	<b>81.13</b>	<b>1794</b>	<b>1346</b>	<b>75.03</b>
<b>Workers</b>						
Male (includes other than permanent)	5628	5628	100	5032	5032	100
Female	0	0	0	0	0	0
<b>Total</b>	<b>5628</b>	<b>5628</b>	<b>100</b>	<b>5032</b>	<b>5032</b>	<b>100</b>

(b) Details of training given to employees and workers on “Skill Upgradation”:

Category	FY 2025			FY 2024		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1983	1517	76.50	1715	1437	83.79
Female	89	88	98.88	79	72	91.14
<b>Total</b>	<b>2072</b>	<b>1605</b>	<b>77.46</b>	<b>1794</b>	<b>1509</b>	<b>84.11</b>
<b>Workers</b>						
Male (includes other than permanent)	5628	2610	46.38	5032	2108	41.89
Female	0	0	0	0	0	0
<b>Total</b>	<b>5628</b>	<b>2610</b>	<b>46.38</b>	<b>5032</b>	<b>2108</b>	<b>41.89</b>

9. Details of Performance and Career Development reviews of employees and workers:

Category	FY 2025			FY 2024		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1983	1891	95.36	1715	1642	95.74
Female	89	80	89.89	79	75	94.94
<b>Total</b>	<b>2072</b>	<b>1971</b>	<b>95.13</b>	<b>1794</b>	<b>1717</b>	<b>95.71</b>
<b>Workers</b>						
Male (includes other than permanent)	5628	4626	82.20	5032	3914	77.78
Female	0	0	0	0	0	0
<b>Total</b>	<b>5628</b>	<b>4626</b>	<b>82.20</b>	<b>5032</b>	<b>3914</b>	<b>77.78</b>



10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If “Yes”, then coverage of the system?	Yes, the Company has adopted ISO 45001 to ensure the health, safety, and well-being of its employees. Regular safety-related awareness sessions and trainings, including those on Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance, are conducted. These initiatives are further reinforced through independent internal and external audits.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<ul style="list-style-type: none"> <li>• KEI has adopted various measures and initiatives in alignment with ISO 45001:2018 to regularly and systematically identify work-related hazards and assess risks, covering both routine and non-routine tasks:</li> <li>• Collaborate with shop floor employees for hazard identification and risk assessment.</li> <li>• Conduct both internal and external audits to ensure compliance.</li> <li>• Implement a robust work permit system to maintain operational safety.</li> <li>• Develop and maintain on-site emergency plans for preparedness.</li> <li>• Establish clear procedures for communication, participation, and consultation.</li> <li>• Set up processes for continuous monitoring and performance evaluation.</li> </ul>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes, KEI has established procedures that enable workers to report work-related hazards and withdraw from situations that pose risks to their safety.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	In addition to occupational health and safety provisions, employees and workers at KEI have access to non-occupational medical and healthcare services. Furthermore, they are covered under the Company’s comprehensive health insurance policy, ensuring overall well-being.

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

Safety Incidents/Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	Employees	0	0
	Workers	0.21	0.40*
Total recordable work-related injuries	Employees	0	0
	Workers	3	5
Number of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

\*Kindly note that Lost Time Injury figures for FY 2023-24 have been revised in light of enhanced data monitoring protocols, enabling more accurate reporting and ensuring valid year on year comparison.



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

KEI places strong emphasis on employee and worker safety through regular awareness campaigns, internal and external training sessions, and deployment of visual safety controls including signage and safety instructions. Its safety framework aligns with ISO 45001:2018 standards for Occupational Health and Safety. Initiatives such as fire drills, hands-on firefighting training, and shop floor quizzes reinforce preparedness. The Company has robust processes for risk identification, mitigation, and emergency response, while ensuring transparency by displaying safety incident data and near-miss reports on the shop floor.

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

Benefits	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	54*	0	NA
Health & Safety	0	0		28*	0	

\*There were no complaints filed during the last year 2023-24, there were only suggestions/area for improvement.

14. Assessment for the Year (2024- 25):

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

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

- Root Cause Analyses are systematically conducted for all safety related incidents followed by the implementation of appropriate corrective actions. Regular safety inspections and audits, both internal and external, are carried out and all audit observations are addressed through timely remedial measures.
- Safety reviews are led by Site and Plant Heads with key insights shared and replicated across locations to drive uniform safety standards. The PPE Matrix has been updated and customized plant level PPE training modules have been introduced. Surprise audits are also conducted to reinforce a proactive safety culture.
- The number of targeted safety placards, posters, and signage has been significantly increased at strategic locations across sites to enhance visibility and cultivate a collective sense of responsibility towards safety.

### Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail:

Yes. From their very first day of employment, all company employees are provided with Medical Health Insurance, Accident Insurance, and Group Term Life Insurance. Additionally, workers are covered under ESI, Workmen's Compensation Policy, and Group Personal Accident Insurance.

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

KEI's value chain partner's fall under the purview of the PF and ESI Acts, making them responsible for deducting and depositing statutory dues. Service contracts with vendors explicitly mandate compliance with such statutory obligations. The Company primarily engages with reputed suppliers who conduct their own compliance checks and are expected to fulfil all legal responsibilities, including timely payments. During onboarding, suppliers are required to declare adherence to statutory requirements. KEI emphasizes timely payment of dues, and its finance team verifies GST compliance through the GST portal. The Supplier Code of Conduct further mandates strict adherence to all applicable labour laws and regulatory obligations.

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:

There were no cases of the employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities needing rehabilitation or placement in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	There were no cases of the employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities needing rehabilitation or placement in suitable employment.
Workers	0	0	0	

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, KEI offers comprehensive transition assistance programs to support employees nearing retirement or exiting the organization. The Company is strongly committed to ensuring that individuals are well-supported throughout their professional journey, including during career transitions. Where appropriate, KEI also facilitates ongoing engagement through advisory or full-time consultancy roles, with such individuals continuing to receive benefits comparable to those of regular employees.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	75%
Working Conditions	75%

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.

No significant risks/concerns have been observed.

## **Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

### **Essential Indicators**

1. Describe the process for identifying key stakeholder groups of the entity:

KEI Industries is guided by a well-defined stakeholder engagement strategy designed to identify and collaborate with key stakeholder groups integral to our operations. We are committed to understanding and addressing the diverse expectations of our stakeholders, fostering shared value and long-term relationships.

Our stakeholder identification process focuses on recognising individuals and entities that influence or are influenced by our business activities. These include customers, regulators, employees, investors, suppliers, business partners etc.

We place strong emphasis on building meaningful connections through active listening, collaboration, and transparent communication. This approach enables us to effectively manage risks, strengthen our credibility, and nurture mutual trust.

To ensure a comprehensive understanding of stakeholder expectations particularly in relation to our operations and sustainability efforts we engage both internal and external stakeholders through various platforms such as surveys, interviews, and consultations

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

Please refer to our Integrated Annual Report Page No. 22

### **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:

KEI believes that consistent and proactive engagement with key groups is essential for effectively communicating the Company's strategies and performance. Ongoing dialogue helps align mutual expectations, thereby enabling KEI to better meet the needs of those it serves. The Board is regularly updated on key developments and provides valuable feedback. Engagements are conducted as required, in formats suited to the nature and preferences of each group, including both online and offline consultations.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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, the Company has undertaken a comprehensive assessment of ESG material issues by engaging both internal and external stakeholders. With support from an external consultant, a materiality survey was conducted, leading to the identification of eight high-priority ESG topics that are critical to KEI's long-term strategy. Stakeholder inputs were pivotal in recognizing key focus areas, and going forward, KEI aims to institutionalize this engagement process. Notably, shareholder surveys conducted this year yielded an average rating of 'Excellent', reflecting strong stakeholder confidence.

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

Input from local communities helps ensure our CSR initiatives are aligned with their evolving needs and expectations, as well as those of society as a whole. For details refer Principle 8.

**Principle 5: Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2025			FY 2024		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1949	1949	100	1743	1743	100
Other than permanent	123	123	100	51	51	100
<b>Total</b>	<b>2072</b>	<b>2072</b>	<b>100</b>	<b>1794</b>	<b>1794</b>	<b>100</b>
<b>Workers</b>						
Permanent	101	101	100	106	106	100
Other than permanent	5527	5527	100	4926	4926	100
<b>Total</b>	<b>5628</b>	<b>5628</b>	<b>100</b>	<b>5032</b>	<b>5032</b>	<b>100</b>

KEI has established a Code of Conduct policy to uphold human rights and right to proper working conditions. Awareness session on the same is conducted on regular basis such as in induction training (to all the new joiners covers the sessions on Human Right issues and policies and all other policies pertaining to 9 Principles adopted in BRSR) and other discussion platform.

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

Category	FY 2025					FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1861	0	0	1861	100	1664	0	0	1664	100
Female	88	0	0	88	100	79	0	0	79	100
Total	1949	0	0	1949	100	1743	0	0	1743	100
Other than Permanent										
Male	122	0	0	122	100	51	0	0	51	100
Female	1	0	0	1	100	0	0	0	0	0
Total	123	0	0	123	100	51	0	0	51	100
Workers										
Permanent										
Male	101	0	0	101	100	106	0	0	106	100
Female	0	0	0	0	0	0	0	0	0	0
Total	101	0	0	101	100	106	0	0	106	100
Other than Permanent										
Male	5527	0	0	5527	100	4926	0	0	4926	100
Female	0	0	0	0	0	0	0	0	0	0
Total	5527	0	0	5527	100	4926	0	0	4926	100

- 3 (a) Details of remuneration/ salary/ wages, in the following format:

Particulars	Male		Female	
	Number	Median salary/ / remuneration / wage of respective category (Annual)#	Number	Median salary/ / remuneration / wage of respective category (Annual)#
Board of Directors (Executive Director)	03	1,83,88,164	-	-
Board of Directors (Non-Executive Director / Independent Director)	03	-	2 (includes one Independent and one Non-Executive/Non-Independent Director)	-
Key Managerial Personnel	01	66,03,624	-	-
Employees other than BoD and KMP*	1857	8,57,520	88	8,16,414
Workers*	101	5,04,096	-	-

**Note:** Company has 3 executive directors who are paid salary (CTC) /compensation/commission, rest are non-executive director (1 nos.) and independent directors (4 nos.) who only receive sitting fee.

\*For the above purpose permanent employees and permanent workers are considered.

# Above information of remuneration/salary excludes commission paid to CMD and perquisite value of ESOP to Director/KMP/Employees.

- (b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	3.93	4.15

\* Company staff & workers have been considered for the calculation.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

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

Yes, head of the HR department oversees the HR function covering the aforementioned aspects.

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

KEI remains steadfast in upholding and protecting human rights across its operations. The Company ensures adherence to its Human Rights Policy through a structured mechanism overseen by the Human Resources Department and monitored by a dedicated Grievance Redressal Committee, as per the Company’s Grievance Policy. In instances of serious misconduct or inappropriate corporate behaviour, the Committee assesses the severity and impact of the matter and recommends appropriate action, the decision of which taken by the Committee Head is deemed final. Employees and stakeholders are encouraged to report grievances or ethical concerns via a protected disclosure channel at [grievance@kei-ind.com](mailto:grievance@kei-ind.com).

In alignment with its Open-Door philosophy, KEI fosters a transparent and responsive work environment. Policies such as the Code of Conduct, Vigil Mechanism/Whistle Blower Policy, and Environment, Health & Safety (EHS) Policy provide clear avenues for employees, workers, suppliers, customers, and other stakeholders to raise concerns regarding unethical, unlawful, or non-compliant practices. These mechanisms reinforce KEI’s commitment to ethical governance and a responsible business ethos.

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

Complaint Type	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual Harassment	-	NIL	-	-	NIL	-
Discrimination at workplace	1	0	Resolved	-	NIL	-
Child Labour	-	NIL	-	-	NIL	-
Forced Labour/Involuntary Labour	-	NIL	-	-	NIL	-
Wages	-	NIL	-	-	NIL	-
Other human rights related issues	-	NIL	-	-	NIL	-

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

Particulars	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

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

KEI's Vigil Mechanism and Whistle Blower Policy provides a secure and confidential framework for raising concerns without fear of retaliation. The policy ensures the complainant's anonymity, except where disclosure is mandated by legal authorities. Any form of retaliation such as threats, adverse employment actions, or impact on compensation is strictly prohibited. In cases where retaliation is suspected, the complainant may report the matter to the Head of HR, Head Legal, or CFO, with an option to escalate to the Chairman of the Audit Committee.

To address concerns related to sexual harassment, the Company has established an Internal Complaints Committee in line with statutory requirements. The Committee ensures timely resolution of complaints while maintaining confidentiality and protecting the complainant from any form of discrimination or victimization.

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

Yes, ESG-related requirements form an integral part of the agreements and contracts executed with our suppliers. The term 'supplier' encompasses suppliers, service providers, vendors, consultants, contractors, dealers, distributors, business associates, joint venture partners, and third parties, including their employees, agents, and representatives engaged in any business relationship with the Company or its subsidiaries, affiliates, or divisions. These ESG parameters are assessed as part of our supplier evaluation process. KEI expects all its suppliers to demonstrate full compliance with applicable laws, rules, and regulations, and align with globally recognized environmental, social, and governance standards, including fair working conditions, employee well-being, and the prohibition of harassment, discrimination, child labour and forced labour.

#### 10. Assessment for the FY 2024-25:

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

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

No significant risks or concerns have emerged from the assessment.

#### Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

KEI Industries is steadfast in its commitment to embedding human rights principles across all facets of its operations. We adopt a proactive approach to identify, manage, and mitigate actual or potential adverse human rights impacts arising from our business activities. We uphold the values of equality and dignity, maintaining a firm stance against any form of discrimination based on race, colour, gender, age, religion, ethnicity, nationality, disability or social origin.

We enforce a zero-tolerance policy towards child labour, forced or compulsory labour, and any form of workplace harassment be it physical, verbal, sexual, or psychological. Intimidation and coercion of any kind are strictly prohibited, and we are committed to nurturing a safe, inclusive and respectful work environment.

Our approach is grounded in strong governance, guided by our Code of Conduct, which outlines ethical business practices that respect and protect the fundamental rights of all employees. We ensure fair and equitable remuneration irrespective of gender or personal characteristics, and we remain compliant with all applicable statutory obligations and human rights directives.

To build organizational awareness and drive responsible practices, we provide targeted training to all employees on human rights laws and best practices. All of our manufacturing facilities are ISO 45001:2018 certified, which ensures compliance with global standards related to labour rights, working conditions and occupational health and safety.

Additionally, our institutional clients regularly conduct audits to assess our adherence to human rights benchmarks, including those related to non-discrimination, prevention of child and forced labour, protection against harassment, and fair working hours and wages. In FY 2024–25, approximately 75% of our value chain partners were assessed against these criteria, reinforcing our commitment to responsible and ethical business conduct.

##### 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, KEI premises and offices are equipped with the necessary infrastructure to ensure barrier-free accessibility for Persons with Disabilities. The company is committed to maintaining a differently abled-friendly physical environment to accommodate and support differently abled employees and visitors.



4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	75%
Discrimination at workplace	75%
Child Labour	75%
Forced Labour/Involuntary Labour	75%
Wages	75%
Others – please specify	-

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

No significant risks/concerns have been observed.

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

**Essential Indicators**

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

Parameter	FY 2025 (in GJ)	FY 2024 (in GJ)
<b>From renewable sources</b>		
Total Electricity Consumption (A)	15,138.51	14,920.30
Total Fuel Consumption (B)	-	-
Energy consumption through Other Sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>15,138.51</b>	<b>14,920.30</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3,92,862.87	3,35,622.68
Total fuel consumption (E)	1,17,465.48	1,34,861.63
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>5,10,328.35</b>	<b>470,484.31</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>5,25,466.86</b>	<b>485,404.61</b>
<b>Energy intensity per rupee of turnover (GJ/Million INR)</b> (Total energy consumption/ Revenue from operations)	<b>5.40</b>	<b>5.99</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (GJ/Million USD)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>110.27</b>	<b>134.17</b>
<b>Energy intensity in terms of physical output</b> (Total energy consumed in GJ/Kilometres of cables produced)	<b>0.33*</b>	<b>-**</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 24-25 has been taken as @20.43 /USD as per the the data available at (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) and for FY 23-24 it has been undertaken and recalculated as @22.4/ USD as per the Industry Standards on reporting for BRSR Core.

\* Since KEI is engaged in manufacturing various types of cables including SS wire (2.2%) and EPC activities (3.5%), the energy intensity data in terms of physical output (km) is reported only for cable production, which accounts for over 94.3% of the company’s total energy consumption.

\*\*As part of our ongoing enhancements to data governance practices, reporting on physical output has been further strengthened from FY 2024–25 onward, building on system improvements initiated in the preceding financial year to support greater consistency and transparency.

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? (Yes/No) If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

No, KEI doesn't fall under PAT scheme of Government of India.

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

KEI places high importance on water balance and responsible use of water as illustrated by our specific water consumption metric.

We maintain a water balance and implement innovative technologies, efficient monitoring systems, and water recycling to minimise consumption. Our manufacturing units have ETPs for operational wastewater and STPs for domestic wastewater, ensuring responsible water management as per regulatory guidelines. Our goal is to preserve this shared resource and contribute to a sustainable water future.

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	1,02,582	1,01,308
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others — Municipal Supply	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1,02,582	1,01,308
<b>Total volume of water consumption (in kilolitres)</b>	1,02,582	1,01,308
<b>Water intensity in KL per rupee of turnover</b> (Total water consumption / Revenue from operations) (KL/Million INR)	1.05	1.25
<b>Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total water consumption / Revenue from operations adjusted for PPP) (KL/Million USD)	21.53	28.00
<b>Water intensity in terms of physical output</b> (Total Water Consumption in KL/ Kilometres of cables produced)	0.06*	-**

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 24-25 has been taken as @20.43 /USD as per the the data available at (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) and for FY 23-24 it has been undertaken and recalculated as @22.4/ USD as per the Industry Standards on reporting for BRSR Core.

\* Since KEI is engaged in manufacturing various types of cables including SS wire (2.2%) and EPC activities (3.5%), the energy intensity data in terms of physical output (km) is reported only for cable production, which accounts for over 94.3% of the company's total energy consumption.

\*\*As part of our ongoing enhancements to data governance practices, reporting on physical output has been further strengthened from FY 2024–25 onward, building on system improvements initiated in the preceding financial year to support greater consistency and transparency.

4. Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
-With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	Nil	Nil

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation:

Yes, KEI’s manufacturing facilities are equipped with Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to ensure comprehensive and responsible wastewater management. Domestic wastewater, such as that generated from sanitation facilities, is treated through STPs, while process-related effluents are directed to ETPs for treatment.

The treated water from STPs is effectively reused within the facility premises for non-potable purposes, including flushing and horticulture, thereby enabling zero liquid discharge beyond site boundaries. This not only minimizes environmental impact but also promotes resource efficiency.

All units operate in strict adherence to the applicable environmental regulations and standards as prescribed by the Central Pollution Control Board (CPCB) and respective State Pollution Control Boards (SPCBs). The Company remains committed to continually maintaining and upgrading its infrastructure to comply with evolving environmental norms and sustainability benchmarks.

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

Our NO<sub>x</sub> and SO<sub>x</sub> emission are predominantly generated from our fossil fuel consumption especially diesel in manufacturing process and genset. While our emission is inherently of small quantum and well within permissible limits, we are still keen to improve our performance. Towards this, we have/are replaced / replacing diesel genset with other cleaner fuels gensets, install additional filtration systems at our stack emission outlets to capture emissions or replacing diesel with PNG where there is steady PNG infrastructure installed by government.

Parameter	Unit	FY 2025	FY 2024
NOx	Metric Tons	0.09	2.35
Sox	Metric Tons	0.03	0.32
Particulate Matter (PM)	Metric Tons	0.12	1.04
Persistent organic pollutants (POP)	We undertake third party lab testing for each of these air emission parameters including NOx and SOx at defined schedule to ensure the parameters are within permissible limits.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)	This is done in addition to our internal monitoring systems. We also submit the reports to the concern authority.		
Others — please specify (ODS)			

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

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

Parameter	Please specify unit	FY 2025	FY 2024
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	7,297.46	9,088.16
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	79,336.47	66,658.39
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	Metric tons of CO2 equivalent/Million INR	0.88	0.93
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons of CO2 equivalent/Million INR	18.18	20.94
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Total Scope 1 and 2 emissions in Metric tons of CO2 equivalent/ Kilometres of Cables produced	0.05*	**

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 24-25 has been taken as @20.43 /USD as per the the data available at (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) and for FY 2023-24 it has been undertaken and recalculated as @22.4/ USD as per the Industry Standards on reporting for BRSR Core.

\* Since KEI is engaged in manufacturing various types of cables including SS wire (2.2%) and EPC activities (3.5%), the energy intensity data in terms of physical output (km) is reported only for cable production, which accounts for over 94.3% of the company's total energy consumption.

\*\*As part of our ongoing enhancements to data governance practices, reporting on physical output has been further strengthened from FY 2024–25 onward, building on system improvements initiated in the preceding financial year to support greater consistency and transparency.

Energy efficiency and emission reduction are the primary drivers of our comprehensive ESG strategy, aimed at bolstering our resilience to climate change. Our key focus areas include increasing the adoption of renewable energy, implementing eco-friendly processes, and reducing energy and water consumption throughout our operations. In order to mitigate emissions, we are actively transitioning from diesel to natural gas and exploring the use of Bio-based fuels as a sustainable alternative.

8. Does the entity have any project related to reducing Greenhouse Gas Emissions? If “Yes”, then provide details:

Yes, KEI has implemented several measures to reduce energy consumption. The company continuously strives to improve operational efficiencies, thereby minimizing energy use and reducing greenhouse gas emissions. Here are some key initiatives:

Yes, KEI has undertaken a range of initiatives aimed at enhancing energy efficiency and minimizing its environmental footprint. The Company remains steadfast in its commitment to sustainability through systematic efforts to reduce energy consumption and lower greenhouse gas emissions. Key measures implemented include:

- a. Complete transition to energy-efficient LED lighting across all manufacturing units, eliminating the procurement of traditional fixtures such as HPSV, HPMV and CFLs.
- b. Deployment of high-efficiency motors in newly installed equipment to optimize energy use.
- c. Conversion of fuel sources from diesel and furnace oil to natural gas for boiler operations, significantly reducing carbon emissions.
- d. Progressive adoption of cleaner energy alternatives such as biogas and renewable electricity, aligned with the Company’s long-term decarbonization strategy.
- e. Implementation of digital platforms and mobile applications to support paperless communication and process automation, further enhancing resource efficiency.

These focused interventions underscore KEI’s proactive approach to energy conservation and its pursuit of sustainable business practices by embracing innovative technologies and clean energy solutions.

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

Parameter	FY 2025	FY 2024
<b>Total Waste Generated (in metric tons)</b>		
Plastic Waste (A)	467.42	-
E-Waste (B)	1.96	0.92
Bio-medical Waste (C)	0.0009	0.0005
Construction and Demolition Waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	8.03	8.24
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	13,435.77	3053.65
<b>Total Waste Generated (A+B+C+D+E+F+G+H)</b>	<b>13,913.18</b>	<b>3062.82</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) MT/Million INR	0.14	0.037
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total waste generated / Revenue from operations adjusted for PPP) MT/ USD Million	2.92	0.85
<b>Waste intensity in terms of physical output -</b> (Total waste in metric tonnes/ Kilometres of Cables produced)	*0.01	-**

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)**

Category of waste	FY 2025
(i) Recycled	9,354.24
(ii) Re-used	4,548.95
(iii) Other recovery operations	0
<b>Total</b>	<b>13,903.19</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)**

Category of waste	FY 2025
(i) Incineration	0
(ii) Landfilling	0
(iii) Other disposal operations	9.99
<b>Total</b>	<b>9.99</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency- Yes, The independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 24-25 has been taken as @20.43 /USD as per the data available at (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) and for FY 23-24 it has been undertaken and recalculated as @22.4/ USD as per the Industry Standards on reporting for BRSR Core.

**Note:** For FY 2024–25, as part of our ongoing improvement in data collection and reporting mechanisms, additional non-hazardous waste data has been captured. These data points were not reported in FY 2023–24, resulting in an increase in the reported waste recovery figures for the current year.

For FY 2024–25, in alignment with the principles of Reduce, Reuse, and Recycle (3Rs), we enhanced segregation and identification of waste by-products from the manufacturing process. This allowed us to assess their potential for value recovery. As a result, we initiated in-house reuse of certain scrap materials within our own operations. Waste that could not be internally recycled were directed to scrap dealers and secondary recyclers capable of extracting further utility. These efforts have contributed to an increase in the reported recycled/reused figures for the current year.

In FY 2023-24, plastic waste reporting did not capture the full scope required for comprehensive disclosures. To enhance transparency and accuracy, we are implementing improved systems to ensure robust and reliable reporting and have disclosed the same for FY 24-25.

\* Since KEI is engaged in manufacturing various types of cables including SS wire (2.2%) and EPC activities (3.5%), the energy intensity data in terms of physical output (km) is reported only for cable production, which accounts for over 94.3% of the company’s total energy consumption.

\*\*As part of our ongoing enhancements to data governance practices, reporting on physical output has been further strengthened from FY 2024–25 onward, building on system improvements initiated in the preceding financial year to support greater consistency and transparency.

- 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:

KEI is committed to minimizing waste generation across the entire lifecycle of its products through robust waste management practices. The Company has established comprehensive systems and processes for the effective segregation, collection, and disposal of waste in a manner that aligns with environmental sustainability standards.



Waste generated at manufacturing facilities is managed responsibly and disposed of through authorized and certified agencies, in accordance with regulatory guidelines. KEI also emphasizes the use of environmentally safe inputs by ensuring that all raw materials are lead-free, non-carcinogenic, and non-hazardous, and fully compliant with RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) directives.

By integrating sustainable materials and promoting efficient end-of-life disposal, KEI reinforces its commitment to circularity, environmental stewardship, and responsible manufacturing.

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, we do not have any office or plant location 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:

Not applicable.

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:

Yes, we are compliant with the applicable laws.

### Leadership Indicators

- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable
- Please provide details of total **Scope 3** emissions & its intensity, in the following format:

Parameter	Unit	FY 2025	FY 2024
<b>Total Scope 3 emissions</b> (Break-up of the GHG into <b>CO2, CH4, N2O, HFCs, PFCs, SF6, NF3</b> , if available)	Metric tonnes of CO2 equivalent	3,36,735.40*	-
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO2 Equivalent/ Million INR	3.45 metric tonnes of CO2 equivalent/ Million INR	-

**\*Note:** We have undertaken and reported on five scope 3 categories such as Category 4: Upstream Transportation and Distribution, Category 5: Waste generated in operations, Category 6: Business Travel, Category 7: Employee Commuting and Category 9: Downstream Transportation.

- 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 KEI's units are in ecologically sensitive areas.



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
i.	Installed Pollution control device (RECD) at 1250 kVA DG set at Harchandpur plant	Installed at our sites, RECD effectively controls Nitrogen Oxides (NOx), Particulate Matter (PM), and Carbon Monoxide (CO) by converting these pollutants into less harmful substances before they are released into the atmosphere. RECD extends the lifespan of diesel generators by minimizing carbon buildup, making it a sustainable solution for industrial operations.	RECD effectively lowers emissions of Nitrogen Oxides (NOx), Particulate Matter (PM), and Carbon Monoxide (CO), improving air quality.
ii.	Installed dual fuel kit on DG sets pathredi-2	The transition from diesel fuel to Piped Natural Gas (PNG) enhances efficiency, sustainability, and cost-effectiveness in industrial operations. PNG offers cleaner combustion, significantly reducing carbon emissions, NOx, and particulate matter. It eliminates storage risks, and spillage, ensuring uninterrupted fuel supply.	PNG significantly reduces carbon dioxide (CO <sub>2</sub> ), nitrogen oxides, (NOx), and particulate matter (PM), improving air quality.
iii.	AHF installed at pathredi-2 plant.	The Active Harmonic Filter (AHF) installed at the plant facility enhances power quality by mitigating harmonic distortions caused by non-linear loads. It improves power factor, reduces equipment overheating, and ensures compliance with electrical standards.	Installing an Active Harmonic Filter (AHF) enhances power quality by mitigating harmonic distortions, reducing energy losses, and improving equipment lifespan. It prevents overheating in transformers and motors, ensures stable voltage levels
iv.	Upgradation of STP Plant	The upgradation of Sewage Treatment Plant (STP) includes Nutrient Removal (NP), Pure CODE technology, Ultrafiltration (UF) plant, and STP Recycle RO Plant to optimize water reuse.	The advanced STP setup ensures treated water is efficiently utilized in process machines, enhancing sustainability, resource conservation, and operational efficiency in industrial applications.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
v.	Replaced conventional RBD machines with high productivity RBD machines	The transition from conventional RBD machines to high-productivity RBD machines enhances manufacturing efficiency, precision, and output quality. These advanced machines optimize wire drawing processes, reduce energy consumption, and minimize material wastage.	Advanced RBD machines enhance efficiency, precision, and output quality, ensuring consistent wire drawing processes with minimal material wastage.
vi	Replace 61 stranding machine at Chopanki plant	Upgrading the 61 stranding machine enhances productivity and quality by integrating high-speed automation, precision control systems, and optimized material handling.	The upgraded system ensures consistent strand formation, reducing material wastage and improving mechanical strength. It optimizes energy consumption, lowers maintenance costs, and supports higher-speed operations.

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

The company has a business continuity plan in place to help ensure that business processes can continue during a time of emergency or disaster.

The plan covers business impact analysis, procedures, testing and training of the BCP. The BCP risks are identified and reviewed on a yearly basis.

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- **Not Applicable.**
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company has instituted a comprehensive Supplier Code of Conduct for its business partners, aimed at fostering environmentally and socially responsible practices across the value chain. This Code encourages suppliers to minimize their environmental footprint through resource efficient operations, adoption of eco-friendly technologies, reduction of greenhouse gas emissions and waste generation, and avoidance of deforestation. In addition, it mandates strict adherence to all applicable international, national, and local environmental laws and regulations.

To uphold these principles, the Company conducts periodic evaluations of its suppliers on a range of Environmental, Social, and Governance (ESG) parameters, including carbon footprint, labour practices, diversity and inclusion frameworks, and ethical business conduct. In the current financial year, over 75% (by procurement value) of input material suppliers, primarily well-established international entities, were assessed. These suppliers are recognized for their mature sustainability practices and strong ESG credentials.

Furthermore, the Company is expanding its ESG engagement by initiating both formal and informal awareness programs targeted at its broader value chain, including business associates, dealers, distributors, and customer influencers. These initiatives aim to evaluate and mitigate potential risks related to environment, health, safety, and human rights. Concurrently, the Company is facilitating capacity building through dedicated training programs and is seeking formal affirmations from suppliers and customers to ensure comprehensive ESG compliance throughout the supply chain.

8. How many Green Credits have been generated or procured:

a. **By the listed entity:** NIL

b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:**

According to SEBI's circular issued on March 28, 2025, Green Credits has been identified as a new non-mandatory leadership indicator. KEI is committed to incorporate this in VCP disclosures from FY 2025-26 onwards, in line with SEBI's guidelines.

## 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: **16**

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

Sr. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1.	Confederation of Indian Industry	National
2.	PHD Chamber of Commerce and Industry	National
3.	Project Exports Promotion Council of India	National
4.	Indian Electrical & Electronics Manufacturer Association (IEEMA)	National
5.	Engineering Export Promotion Council of India (EEPC)	National
6.	CIGRE (International Council on Large Electrical Systems) India	National
7.	Fire & Security Association of India	National
8.	Federation of Indian Export Organisation	National
9.	Bhiwadi Chamber of Commerce & Industry	State
10.	Dadra & Nagar Haveli Industries 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.

There were no legal actions against the entity for issues related to anti-competitive behavior, anti-trust, and monopoly practices.

### Leadership Indicators

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

KEI follows a well-defined framework for public policy engagement, ensuring that its interactions with regulatory authorities and policymakers are conducted strategically and with integrity. The organization champions policy reforms that reflect its key business interests, particularly those supporting domestic manufacturing under the Make in India initiative, enhancing electrical safety and quality standards, and advancing sustainable production practices.

## Principle 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

- Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:

Not Applicable

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

Not applicable

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

KEI partners with various NGOs / trust / social organisation to work towards various social causes including removing malnutrition, improving healthcare and healthcare infrastructure, supporting education, women empowerment, environment, skill development, disaster management, animal husbandry, sanitation etc. to create a positive impact amongst the local communities. There is mechanism in place to resolve queries and redress grievances of the community and the CSR projects/programs/activities by reaching out at [cs@kei-ind.com](mailto:cs@kei-ind.com)

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

Particulars	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	6.55%	7.63%
Directly from within India	91.11%	88.73%

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

- 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 2025	FY 2024
Rural	32.79%	18.54%
Semi-urban	1.18%	13.58%
Urban	17.83%	36.55%
Metropolitan	48.20%	31.32%

**Note:** As of March 31, 2025, employee base locations have been classified as rural, semi-urban, urban, or metropolitan, in line with the Reserve Bank of India’s classification framework ([https://m.rbi.org.in/scripts/bs\\_viewcontent.aspx?id=2035](https://m.rbi.org.in/scripts/bs_viewcontent.aspx?id=2035)). Subsequently, salaries have been determined based on these categorizations.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

- 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 INR)
NIL			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)  
No
- (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:  
KEI do not own or has acquired intellectual property based on traditional knowledge.
5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

Sl. No	Name of the Project	Amount spent for the project (₹ in million)	Mode of implementation Direct (Yes/No)	Mode of implementation- Through implementing agency		No. of beneficiaries/ expected beneficiaries from CSR Projects*	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
1	Promoting education, including special education	5.00	No	Bharat Lok Shiksha Parishad	CSR00000667	4000	100
2	Promoting healthcare including preventive health care	18.31	No	ISKCON Anti-Addiction Project	CSR00005241	5,000	100
3	Promoting education, including special education and employment enhancing vocational skills, especially among children, women, elderly, and the differently abled and livelihood enhancement projects	3.95	No	ISKCON -Bhaktivedanta Gurukula and International School	CSR00005241	60	100
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water	0.85	No	ISKCON- Bhaktivedanta Gurukula and International School	CSR00005241	550	30
5	Eradicating hunger, poverty and malnutrition	30.50	No	ISKCON, Food For Life Project	CSR00005241	14,75,000	100
6	Promoting health care including preventive health Care	10.00	No	ISKCON Anti-Addiction (Museum) Project	CSR00005241	40,726	22.75
7	Eradicating hunger, poverty and malnutrition	5.00	No	ISKCON Kitchen Project	CSR00005241	3,33,333	80
8	Promoting education, including special education	1.00	No	Khushboo Welfare Society	CSR00003301	9	85

Sl. No	Name of the Project	Amount spent for the project (₹ in million)	Mode of implementation Direct (Yes/No)	Mode of implementation- Through implementing agency		No. of beneficiaries/ expected beneficiaries from CSR Projects*	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
9	Promoting health care including Preventive Health Care	41.00	No	Rotary Foundation (for setting up Cath Lab at Swami Vivekanand Charitable Hospital, Dharmawala, Uttarakhand)	CSR00008486	3600	80
10	Ensuring animal welfare	1.00	No	Shri Krishan Gaushala, Unit of Surabhi Shodh Sansthan	CSR00018282	90 Cows	100
11	Promoting education, including special education	1.00	No	The Kalptaru Society	CSR00011553	400	100
12	Promoting national and rural sports, Paralympic, Olympic sports	0.80	No	Rama Foundation	CSR00009256	220	100
13	Promoting health care including preventive health care	0.35	No	Aggarwal Panchayati Dharamshala Trust	CSR00029456	900-1000	75-80
14	Promoting health care including preventive health care	8.70	Yes	Impact Communications - directly by the Company (Suraksha Jyoti)	Not Applicable	5600	95
15	Eradicating hunger, poverty and malnutrition	0.50	No	Railway Children India	CSR00003904	100	100
16	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water	1.00	No	PHD Rural Development Foundation	CSR00004676	400	20
17	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water	0.16	Yes	Directly by the Company	Not Applicable	550 Trees/ Saplings	100
<b>Total</b>		<b>129.12</b>				<b>18,70,638</b>	

\*Approximately.

## Principle 9: Business 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.

KEI has established robust standard operating procedures to effectively acknowledge and address consumer complaints and feedback received through various communication channels. These mechanisms are designed to ensure prompt and efficient redressal of customer concerns while enhancing overall service experience and satisfaction.

Customers can connect with the Company through a centralized multi-channel support system comprising the following modes:

- a. KEI Helpline Numbers: 1800 410 0000 / +91 82913 73688
- b. Dedicated Customer Support Email: [customercare@kei-ind.com](mailto:customercare@kei-ind.com)
- c. Online Service Request Portal: [www.kei-ind.com](http://www.kei-ind.com)

These centralized response platforms are managed by trained professionals who handle all incoming queries, grievances, and suggestions in a systematic manner. Feedback received is periodically reviewed to identify areas of improvement and to enhance customer-centric initiatives

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

Particulars	As percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

We have received nil complaints in the aspects of Data privacy, Advertising, Cyber-security, Restrictive Trade Practices and Unfair Trade Practices in FY2025 and FY2024. Our products and services do not fall under delivery of essential services. No. of complaints pending is Nil while 10 number of complaint/concern/suggestion were received and resolved.

#### Number of consumer complaints in respect of the following:

	FY 2025		Remarks	FY 2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL



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

	FY 2025		Remarks	FY 2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	10	0	Handling and laying of cables at sites by Customers.	16	0	Handling and laying of cables at sites by Customers.

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

There have been no instances of product recalls (voluntary or forced) on account of safety issues during the financial year FY 2024-25.

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 an Information Security Policy. Also, the Risk management and Vigil Mechanism safeguards the unlikely incidents at early stage itself.

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. Percentage of data breaches involving personally identifiable information of customers: 0%

c. Impact, if any, of the data breaches: None

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external Agency- Yes, the independent assurance has been carried out by **Sustainability Actions (P) Ltd.**

**Leadership Indicators**

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

Information on KEI products and services can be assessed at [www.kei-ind.com](http://www.kei-ind.com)

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

The Company ensures that product information displayed on its labels exceeds the requirements mandated by applicable local regulations. This practice reflects KEI’s commitment to transparency and empowering customers with detailed product knowledge.

In addition, KEI regularly conducts awareness sessions and training programs for its dealers, influencers, distributors, and customers to educate them on product specifications, usage, and safety protocols.

To further support safe and efficient handling of its products, KEI provides a comprehensive Cable Handling, Laying, Storage and Disposal Instruction Manual to customers. Moreover, each finished cable

drum is affixed with a Drum Handling Instruction Sticker prior to dispatch, to guide customers on the proper handling and transportation of the cable drums. These initiatives are aimed at enhancing customer experience, ensuring safety, and promoting responsible product use.

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

KEI, as a manufacturer of electrical wires and cables, is not directly involved in providing essential services (as defined in 'The Essential Services Maintenance Act, 1981). Hence, not applicable.

4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If "Yes", provide details in brief:

Yes, KEI ensures that all product labels display information in full compliance with applicable legal requirements. The product labelling includes critical details related to safe handling, usage, and storage, thereby supporting end-user safety and informed usage. Additionally, the product packaging is marked with essential environmental and regulatory compliance indicators, such as RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), along with symbols pertaining to recyclability and responsible disposal. These practices reflect KEI's commitment to sustainability, product stewardship, and regulatory compliance across markets.

- b. Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No):

Yes. The Company collects customer feedback through feedback forms and outbound calls.

To,  
The Board of Directors  
KEI Industries Limited  
D-90, Okhla Industrial Area Phase-1,  
New Delhi -110020

## Independent Assurance Statement

### Scope and Approach

Sustainability Actions Private Limited ("SAPL") has been engaged by the management of KEI Industries Limited ("KEI" or "the Company"), as an Independent Reasonable Assurance Provider of the Company's Business Responsibility and Sustainability Report (BRSR) Core Matrices (refer to Annexure I) for the Financial Year 2024-25.

### Reporting Criteria

Our reasonable assurance covers the sustainability Information listed in Annexure-I of this report. The reporting boundary is disclosed in Question 13 of Section A: General Disclosure of the BRSR, with exceptions noted under respective questions.

The criteria utilized by the Company to prepare the identified sustainability information are as follows:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended;
- Chapter IV-B of SEBI master circular for compliance with the provisions of the SEBI (LODR) Regulations by listed entities, issued vide SEBI/HO/CFD/PoD2/CIR/P/0155 and dated November 11, 2024;
- "Guidance Note for Business Responsibility and Sustainability Reporting Format" by Securities and Exchange Board of India (SEBI); and
- SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core.
- SEBI/HO/CFD/PoD-1/P/CIR/2025/42 dated March 28, 2025 – Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosures on green credits.

### Management Responsibilities

The Company's Management is responsible for identification of key aspects, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of BRSR Core Matrices which are free from material misstatement, whether due to fraud or error.

### Independence and Quality Control

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in BRSR provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our assurance engagements are based on the assumption that the data and information provided by the company to us as part of our review have been provided in good faith and free from material misstatements. We were not involved in the preparation of any statements or data included in the Report except for Assurance Statement. Our firm applies International Standard on Quality Management and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We apply SQC 1 for quality control in assurance and related services.

### Reasonable Assurance

A reasonable assurance engagement includes identifying and assessing the risks of material misstatement of the Identified Sustainability Information, whether due to fraud or error, and responding to the assessed risks as required by the circumstances.

As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the disclosures presented within the Report and referenced information, and sampled the disclosures and were reviewed through the company's customised sustainability information management system.

The procedures conducted were based on professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluation of quantification methods and reporting policies, analytical procedures, and reconciliation with underlying records. Given the circumstances of the engagement, in executing the procedures outlined above, we:

- Obtained an understanding of the identified sustainability information and related disclosures;
- Acquired knowledge of the assessment criteria and assessed their adequacy for evaluating and/or measuring the identified sustainability information;
- Conducted inquiries with Company's management, including the environment team, compliance team, human resources team, and other relevant personnel responsible for preparing the Report;
- Developed an understanding and performed an evaluation of the design of key systems, processes, and controls for recording, processing, and reporting the identified sustainability information at the corporate office and other locations.
- Based on our understanding and the potential risks of material misstatement in the identified sustainability information, we determined the nature, timing, and extent of further procedures.
- We tested the Company's process for compiling sustainability information by comparing or reconciling it with the underlying records.
- We verified the consolidation of data from various plants and offices on a sample basis within the reporting boundary to ensure the completeness of the reported data.

We believe that the evidence we have gathered is both sufficient and appropriate to provide a basis for our reasonable assurance opinion.

### **Our Responsibility**

Our responsibility is to express a reasonable assurance conclusion on the identified sustainability indicators, based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with the Company. Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

### **Reasonable Assurance Opinion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the company's identified sustainability criteria as per BRSR core framework for the financial year ended 31<sup>st</sup> March 2025 are not prepared, in all material respects, in accordance with the Reporting Criteria.

### **Inherent Limitations**

We have relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The assurance scope excludes:

- Any disclosure other than those mentioned in the scope section above.
- Data and information outside the defined reporting period.
- Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
- The reported financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

**For and behalf of Sustainability Actions Pvt. Ltd.**  
(CIN – U74999HR2021PTC093811)

Date: 30<sup>th</sup> May, 2025  
Gurgaon, India

sd/-  
**Saket Sinha**  
(Director)

**Annexure – I**

<b>BRSR Core attributes</b>		
	<b>BRSR Indicator</b>	<b>Type of Assurance</b>
P1 E8	Number of days of accounts payable	Reasonable
P1 E9	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with related parties	Reasonable
P3 E1c	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P3 E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P5 E3b	Gross wages paid to females as % of wages paid	Reasonable
P5 E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees and complaints upheld	Reasonable
P6 E1	Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1	Details of total energy intensity	Reasonable
P6 E3	Details of water withdrawal by source	Reasonable
P6 E3	Details of water consumption	Reasonable
P6 E4	Details of water discharged	Reasonable
P6 E6	Details of Air Emissions (Other than GHG emissions)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9	Details related to waste generated by category of waste	Reasonable
P6 E9	Details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9	Details related to waste disposed by nature of disposal method	Reasonable
P8 E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5	Job creation in smaller towns	Reasonable
P9 E7	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable