STL

Bridging the
digital divide

Sustainability report 2022

Inside the report

Message from our **Managing Director**

Ankit Agarwal

We have seen a massive paradigm shift over the last couple of years, due to the pandemic and economic downturn. This has changed the way societies and businesses strategise and operate. It has underscored the need to redefine economic growth strategies. As these changes in socioeconomic archetypes continue to get stronger across the globe, the role of Environmental, Social and Governance (ESG) adherence in amplifying the interests of the Triple Bottom Line is intensifying.

At the same time, businesses across industries are seeing the convergence of two different but interrelated themes - digital transformation and sustainability. The pandemic has hastened the integration of digital technologies into our day-to-day lives. The shift to work-from-home telecare has brought the digital divide in underserved rural and urban areas to the fore. Bridging this ever-widening divide is an issue that requires solutions focused on accessibility, connectivity, affordability, digital skills, and advanced learning opportunities. Each of them touches upon social economics, infrastructure, sustainability, and technology. These ostensibly varied and yet inter-related themes say something about the changing nature of the world we live in today, a world that is interconnected as much through markets, trade, people, culture and

digital tools as through viral pandemics, climate and ecology.

Therefore, alongside our purpose of transforming billions of lives through digital networks, we focus on responsible business operations. We do this while striving to minimise our environmental impact and ensure that communities progress along with us. This includes leveraging innovation to bring about sustainable transformation coupled with strategy and a focus on ESG. This approach has helped us stay committed to addressing national priorities like digital inclusion while aligning with global agendas for sustainable transformation.

All our efforts towards connecting the unconnected, championing sustainability, and serving communities culminated in ambitious ESG goals in the year 2020. This year, I am proud of our tremendous progress on this front. In addition to business specific roadmaps, we have had systemic developments that ensure dedicated action towards our ESG goals that include sustainable sourcing and manufacturing practices, net-zero emissions, ensuring water positivity across STL locations globally, zero waste to landfill at manufacturing plants, lifecycle assessment of products and green product development. While our environmental goals focused on efforts within our

own operations and up and downstream the value chain, our social goals extended to communities, even in the remotest regions of India, where the urgency to bridge the digital divide cannot be understated.

We designed and implemented digital-driven social impact programmes strengthened through partnerships across education, healthcare and the environment. But the increased demand for digital skills in current times needed additional intervention, which we provided through our business offerings. Through products like STL Garv and projects like Bharatnet, Mahanet and others, we have facilitated universal and affordable internet access across rural regions. Moreover, we have made significant progress on the ambitious 5-5-5 million goals we set out to accomplish by the year 2025. These involve transforming five million lives from marginalised communities, undertaking five million plantations, and replenishing a similar amount of water in water-stressed communities.

While efforts to bridge the increasing socio-economic and digital divides are crucial, so is climate action. To avert the consequences of climate change, the world must cut carbon emissions by half by 2030 to reach net-zero by 2050. Aligned to this global agenda, we are committed to achieving net zero emissions by 2030 along with charting a roadmap to achieve the same. All of these actions are founded on the belief that ESG is imperative in today's dynamic world. We have the expertise to make a lasting difference and stay committed to leveraging it to create a greener, safer and more inclusive world beyond tomorrow.

To corroborate how we are transforming our business while factoring in the sustainability agenda, I proudly present the Sustainability Report for FY22. The report outlines our journey in ensuring responsible, eco-friendly operations to create shared value for each stakeholder, including the communities we operate in.

Message from our Global ESG Head

Akanksha Sharma

Climate change concerns, sustainable development and other environmental, social and governance (ESG) concerns have become a key agenda of every discussion across government and corporate boardrooms globally. Corporate strategies must therefore navigate through transformational changes brought about by globalisation, technology, society, consumer behaviour, economic slowdown and the global pandemic; in addition to profitability and business performance. The relevance of embedding ESG into core corporate strategy has become more pivotal than ever.

At STL, we firmly believe ESG will not only make us future-ready, but also enable us to respond to changing scenarios proactively and responsibly. This has aided us in developing products that enable a low carbon future while also minimising our environmental impact and tackling the exigency of climate change.

www.stl.tech

However, to ensure transformation that is sustainable, action on ESG must be taken across the value chain as well as in communities. We are doing so by working with partners - up and down stream to minimise packaging, waste and furthermore, mitigating global issues like gender inequality, lack of quality healthcare and digital education for marginalised communities and conserving the environment. Above all, we are focused on bridging the digital divide in the communities we serve and operate in worldwide. Each of our initiatives is interconnected through a common denominator – technology. This ensures the solutions we design and implement, deliver meaningful transformation and shared value across each of our stakeholder groups. By fostering collective action and partnering across industry, government and society, we have been able to create exponentially greater impact and address common challenges effectively.

Each year we review our materiality assessment to understand the changing needs of our business and stakeholders. This and an ESG risk assessment are two of the most critical initiatives we undertake to better understand our risks, priorities, and opportunities.

With climate change emerging as one of the most important priorities, we have made certain environment conservation is driven within our operational boundaries as well as externally. At the same time, we have social behaviour change and awareness programmes, warranting that such issues

are understood by communities, our employees and other stakeholders supporting sustained change. We believe this is an integral part of achieving our goal of net-zero emissions by 2030 as well as six of the other ESG goals we have taken for 2025 and 2030.

Our 100% sustainable sourcing by 2030 goal entails multi-stakeholder efforts with a focus on improving local development coupled with robust supply chain management and risk identification.

As a Zero Waste to Landfill (ZWL) certified manufacturer, we pursue a circular economy approach concentrated on repurposing industrial byproducts into the value chain. At the same time, we are also focused on replicating our ZWL efforts across each of our operational manufacturing facilities in the near future.

We also aim to become water positive globally by 2030 through a 'reduce, reuse, recycle and replenishment' approach and have made significant achievements here while driving a 'Zero Liquid Discharge' approach.

All of these initiatives, and others that form part of our ESG practices and our performance on each, have been elaborated on in our FY22 Sustainability Report. The report further outlines our plans and details our quest to make this world a better place.

About the report

The FY22 Annual Sustainability Report of STL (Sterlite Technologies Limited) is a part of our earnest endeavour to communicate our environmental, social and governance (ESG) approach, efforts, and performance over the past financial year. Through this report, we aim to showcase our journey toward integrating ESG into our core business strategy and substantiate that the two are not mutually exclusive. Our experience shows that assimilating the two (ESG and business) delivers a shared value proposition for all stakeholders.

www.stl.tech

Reporting frameworks

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards: Core option issued by the Global Sustainability Standard Board (GSSB). Further, it converges with the Sustainability Accounting Standards Board (SASB) Standards. We have also provided indices for GRI, United Nations Environment Principles (UNEP), UN Women Empowerment Principles (UNWEP), International Finance Corporation (IFC) and SASB. Our efforts contribute to various objectives outlined in the United Nations Sustainable Development Goals (SDGs) and IFC's performance standards, and we are reporting our contributions through this sustainability report.

This report also aligns with the Business Responsibility and Sustainability Reporting (BRSR) requirements of the Securities and Exchange Board of India (SEBI). While BRSR is mandatory for the top 1,000 listed companies (by market capitalisation) from FY23, it is voluntary for FY22. We have therefore reported our performance for FY22 in accordance with the BRSR requirements to be better prepared to adopt this framework from FY23.

Scope and boundary

The boundary of our report covers the sustainability performance of STL's six domestic plants, two plants in Italy, and two corporate divisions in India. The location of the above are as follows:

Plants in India:
Union Territory of Dadra and Nagar Haveli: Dadra, Rakholi
Aurangabad (Maharashtra): Waluj, Waluj OFC, Shendra Draw and Gaurav

Plants in Italy:
Brescia

Assembly site:
Milan

Owned corporate divisions:
Pune (2 offices)

The Report presents information for the period 1st April, 2021 to 31st March, 2022. Organisation has not made any restatement in the reporting period.

www.stl.tech

Approach to stakeholder engagement and materiality

This report contains information that STL believes is of interest to our stakeholders – customers, business partners, investors and shareholders, suppliers and vendors, media, communities, government authorities and employees, among others.

Stakeholder perspectives are essential to our Company, and we regularly engage with stakeholders to understand and actively respond to their concerns. The contents of this report have been defined through a materiality assessment exercise to identify issues relevant to all the identified stakeholders – employees, leadership, investors, suppliers, vendors, and NGOs.

After an in-depth consultation with all stakeholders, we categorised material issues based on our ESG priorities. We identified each material topic after in-depth sectoral review, peer review, and desk-based secondary research. It was also aligned with the GRI and SASB standards. Moreover, we ensure that these priorities align with our overarching vision, values, short-term and long-term business priorities.

Feedback

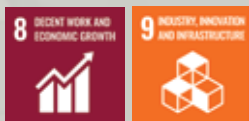We hope you find this report interesting and informative. Please share your feedback and suggestions to sterlite.csr@stl.tech
Or
Sterlite Technologies Limited, Godrej Millennium 9, Koregaon Road, Pune - 411 001, Maharashtra, India
Phone +91 20 30514000
www.stl.tech

Our Company overview

www.stl.tech

Associated SDG's

UNWEP

Principle 5:
Implement enterprise development, supply chain and marketing practices that empower women

GRI

General disclosures 2021 : **2–1,2,3, 6,11,16,22,29**

Material topics 2021 : **3-3**

Economic performance 2016 : **201-1**

Indirect economic impacts 2016 : **203-2**

IFC

Performance standard-3:
Resource efficiency and pollution prevention

About STL

STL is one of the industry's leading integrators of digital networks, providing 'All-in 5G' solutions. Our capabilities across optical networking, services, software, and wireless connectivity place us among the top optical players in the world. These capabilities are built on converged architectures helping telcos, cloud companies, citizen networks, and large enterprises deliver next-gen experiences to their customers. STL collaborates with service providers globally in achieving a green and sustainable digital future in alignment with UN SDG goals. STL has a global presence in India, Italy, the UK, the US, China, and Brazil.

Our unique capability has established us as a partner of choice for telecom operators, citizen networks, large enterprises and cloud companies in India and other countries. It is also enabling us to fulfil our purpose of transforming billions of lives by digital networks.

Our purpose

Behind all the tech-driven capabilities and processes lies our purpose of transforming billions of lives through digital networks. Our purpose comes to life every time a child is given the opportunity to receive an equitable education, a person from an underserved community receives the best medical care, a woman provides for her family or when people connect with their loved ones online. We believe we are fortunate enough to contribute at a time when the need to bridge the digital divide is at its peak and the world is preparing for newer technologies that will drive the future.

While transforming billions of lives across the globe, we also believe in keeping our core values intact.

Our values

Our business and our purpose are driven by our core values that we embody as an organisation. Here are our values:

hunger to learn   **keep it simple**   **promises delivered**   **respect and empathise**

As digital technologies advance at lightning speed, our purpose-driven focus on sustainable and inclusive growth is enabling our Company to accelerate this transformation sooner than one can imagine.

In FY22 we took great strides in enhancing our capabilities in optical networking, global services, access solutions and software to connect the unconnected while championing sustainable business practices and serving communities.

Forging connections across the world

₹**5,754 cr**
FY22 revenue

3,000+
employees

733
patents

Presence in
100+
countries

5
innovation centres

We continuously engage with industry bodies to attain our ESG and business goals. We are an active member of the following associations:

- ITU-APT Foundation of India
- Broadband India Forum (BIF)
- Confederation of Indian Industry (CII)
- Cellular Operator Association of India (COAI)
- India Cellular & Electronics Associations (ICEA)
- Society of Indian Defense Manufacturers (SIDM)
- Tower and Infrastructure Providers Association (TAIPA)
- Federation of Indian Chamber of Commerce & Industry (FICCI)
- Telecom Equipment & Services Export Promotion Council (TEPC)
- Associated Chambers of Commerce and Industry of India (ASSOCHAM)

www.stl.tech

Product and service offerings

Customer segments

| Telcos | Cloud companies | Citizen networks | Large enterprises |

End-to-end solutions

opticonn

Optical Connectivity
Building advanced optical fibre infrastructure using glass preform, optical fibre, optical fibre and specialty cables and optical interconnect products

FTTx mantra
One Solution. Countless Opportunities.

FTTx Integration Network
End-to-end fibre broadband solutions that adhere to open networking principles to address last-mile fixed access (FTTx)

netmode
with LEAD 360

Network Modernisation + Fibre Deployment
An end-to-end integrated hyper converged network modernization solution along with fibre deployment using Lead360° unified solution enabling seamless large-scale fibre design, rollout, and deployment

Business units

Optical Networking Business

Global Services Business

Software Business

Wireless Business

Capabilities

- Glass preform
- Optical fibre
- Optical and specialty cables
- Optical interconnect kits
- Programmable FTTx
- Network design services
- Network integration services
- Network O and M services
- Data centre network
- Private enterprise network
- Digital BSS platforms
- Network operations platforms
- Digital application development services
- Virtualised RAN
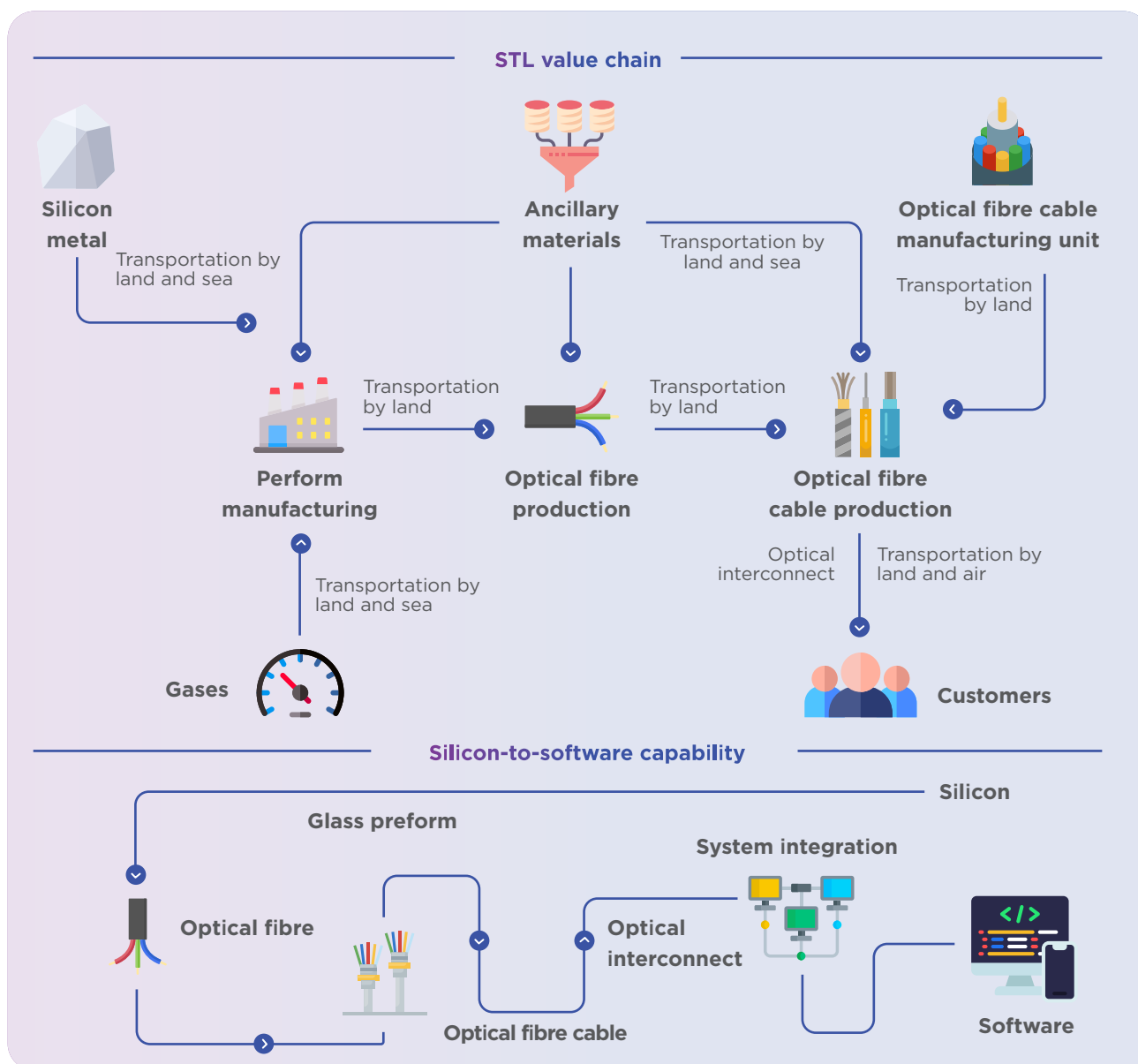- RAN intelligent controller
- Network orchestrator
- Wi-fi 6

www.stl.tech

Our manufacturing process:
Silicon to software capability

We have state-of-the-art manufacturing facilities across locations. Our manufacturing facilities serve diverse customers across the entire value chain. With unique manufacturing process, according to Industry 4.0 standards, we convert pure silicon to glass preform and then optical fibre, which are used to produce high-end optical products including optical fibre cables, optical interconnects and later on, programmable FTTx solutions.

The process of producing optical fibres is carried out at Shendra and Waluj plants in Aurangabad,

Maharashtra, India through a sophisticated, high-tech manufacturing process in a highly controlled semiconductor-grade environment yielding world-class, high-quality fibre.

These optical fibres are then transported to the Rakholi plant for manufacturing cables. Through a seamless state-of-the-art process that includes colouring, stranding, sheathing, and coating the final product, the optical fibre cable is produced, ready to be dispatched post stringent quality assurance measures.

STL value chain

Silicon metal — Transportation by land and sea → Perform manufacturing

Ancillary materials — Transportation by land → Optical fibre production

Optical fibre cable manufacturing unit — Transportation by land

Transportation by land and sea → Optical fibre cable production

Transportation by land →

Gases — Transportation by land and sea

Optical interconnect — Transportation by land and air → Customers

Silicon-to-software capability

Silicon — Glass preform — Optical fibre — Optical fibre cable — Optical interconnect — System integration — Software

Global Services Business value chain

The following diagram describes a typical value chain for Global Services Business (GSB) contracts for the public sector as well as the private sector. We can clearly see that the asset laying (cable laying/ processing) and their operation and maintenance are key segments in the value chain.
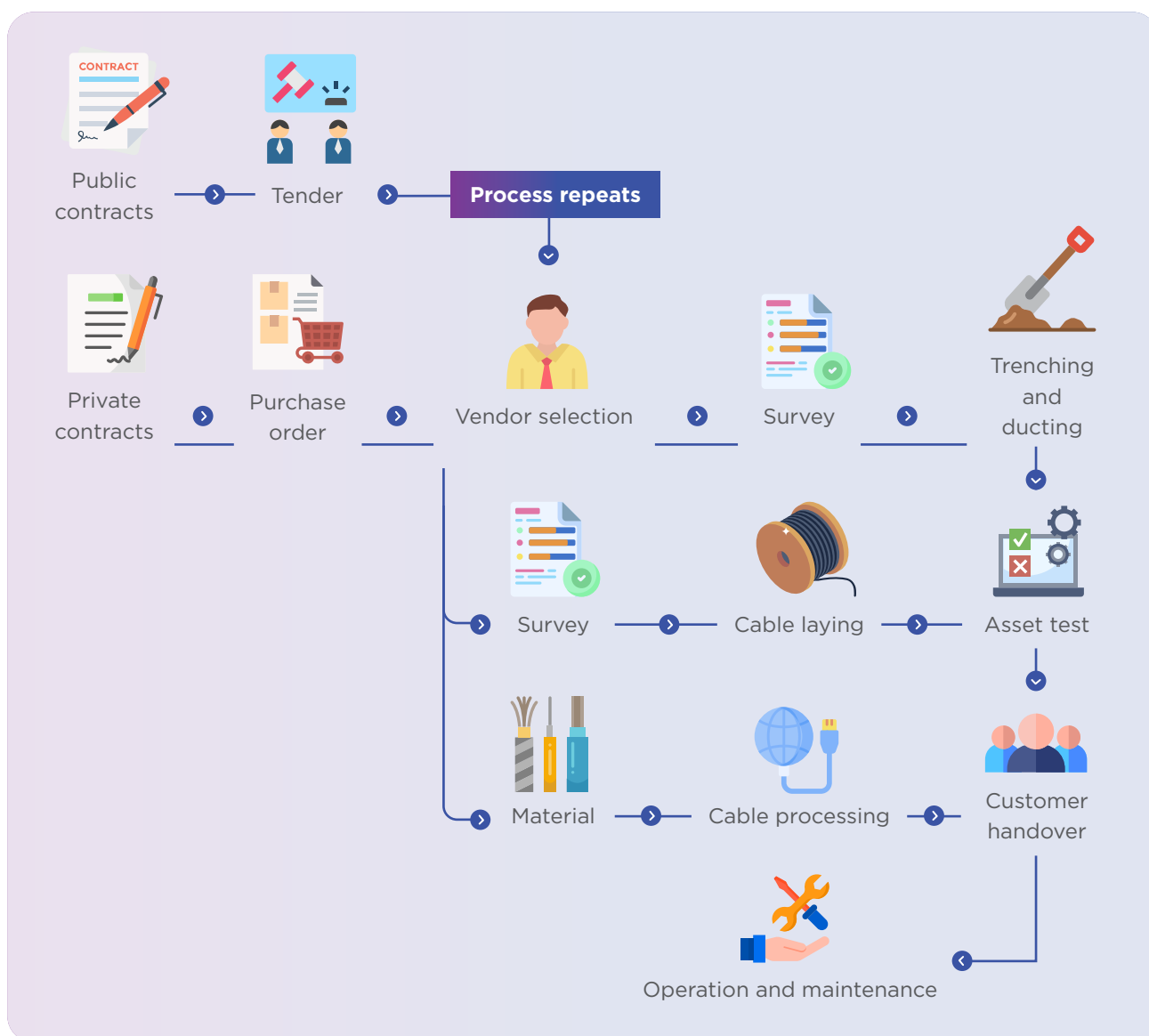

All GSB operations are ISO 14000 and 45000 certified

We intend to leverage our expertise and experience in the Global Services Business through a two-pronged approach:

• Growing the scale of our business in our core India market
• Focusing on expanding the business globally

Complete functional capabilities to integrate future digital networks

Our Company is an industry-leading integrator of digital networks providing all-in-one 5G solutions. We offer a unique value proposition with rich experience in optical connectivity, large-scale digital network integration, and virtualised wireless capabilities under one umbrella to emerge as a leading end-to-end solution provider of digital networks.
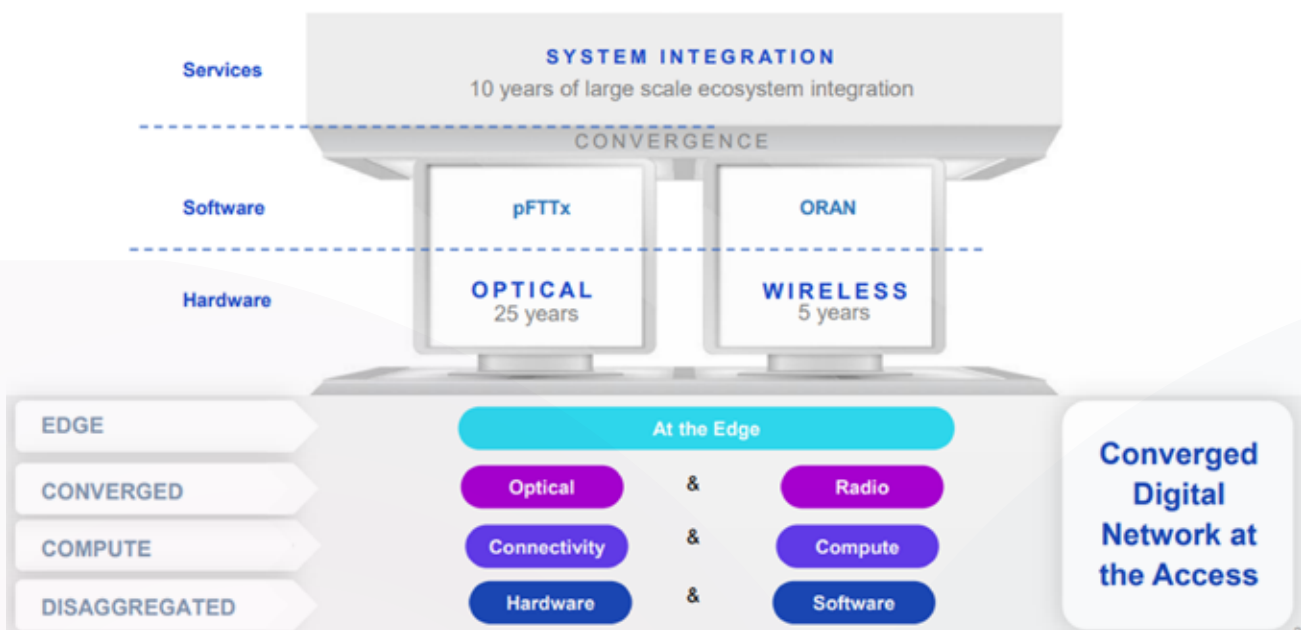
Working collaboratively to create a hyper-connected world

Collaboration is critical to creating a hyper-connected world. We are moving towards a future that requires ubiquitous connectivity to improve lives, redefine business and nurture an ecosystem that profoundly affects how we work, learn and socialise. To meet these challenges, we are enhancing our capabilities using sustainable business practices by:

- Increased investment in research and development
- Creation of a skilled talent pool

- Setting up of 5G innovation laboratory

The above initiatives have enabled us to become one of the first indigenous companies with homegrown 'All-in-5G' solutions that combine the power of optical, wireless, software and deployment methodology.

We have grown our reach nationally and globally for each of our business units.

Optical networking –
In FY22, we have established production facilities in India, China, Italy and Brazil and are supplying 34 million fkm across 60+ countries. We are continuously innovating with cutting-edge solutions like high fibre count Celesta Intelligently Bonded Ribbon Cable and StellarTM bend-insensitive fibre.

To meet the demand for speed and scale in 5G and FTTx network deployment, we have built an optical interconnect suite, that comprises joint enclosures, optical distribution frames and cable assemblies. All these solutions are a part of **Opticonn**, our purpose-engineered, end-to-end, 5G-ready, optical networking solution. In the UK, we are enabling massive fibre connectivity for our customers, including Openreach, Cityfibre and Netomnia, contributing to their ambitious visions of building a gigabit society. In the US, we are a trusted partner for the country's rural connectivity programme, the Rural Digital Opportunity Fund (RDOF), and are also supporting a massive fibre rollout for one of the largest service providers.

Wireless solutions
FY22 has been great for Access Solutions, our newest business unit focused on open and programmable networks. The cornerstone was the launch of Accellus, our flagship solution for 5G-ready, open and programmable networks.

Global services

We have served key clients in India and abroad in their projects of strategic importance. We have carried out 35,000 km of large-scale broadband rollouts for telcos, Indian defence, and the BharatNet project; where we have helped in digital inclusion for 7.5 million people in Maharashtra by leveraging our unique Lead360° deployment approach. Further, we have also built an advanced digital network with converged connectivity and a data centre ecosystem for the Indian navy.

Having delivered multiple broadband success stories in India, we are progressing rapidly to build fibre networks globally, beginning with the United Kingdom (UK). We have made bold bets in the UK market like the ClearComm acquisition and launched a Global Services Centre-of-Excellence to strengthen our network deployment capabilities. We are now enabling clients in the UK to fulfil their promise of gigabit broadband by providing world-class optical connectivity and solving tough deployment challenges.

STL digital

Over the past financial year, we have seen 5G and Wi-Fi 6 take centre stage and unlock the possibilities presented by their technology confluence. According to some reports, 83% of service providers either deployed Wi-Fi 6 or are planning to deploy it in FY23.

Our product portfolio is microservices-based, cloud-native, and web scale-enabled. We have developed products and solutions for service providers to monetise services, unlock new revenue streams, and offer services on the go by using innovative solutions such as dEnterprise, dWiFi and dSmartMobility.

dEnterprise is a 5G enterprise platform that synergises the strengths of multiple vendors, partners, and customers, bringing them on a common platform to cater to a range of innovative use cases. dSmartMobility is an intelligent, Wi-Fi-offload solution that provides the best connectivity experience to end-users, helps telcos increase Wi-Fi adoption, and reduce LTE network congestion. dWiFi is a pre-integrated and modular platform to manage and monetise Wi-fi 6 while offering a superior user experience.

Awards and accolades

Assocham CSR and Sustainability Summit and Awards
Excellence in waste management (Special recognition)

BRICS Solution for SDGs Award
Innovation in industry and infrastructure development (SDG 9) (Runner-up)

Global Sustainability Awards 2021
Overall sustainability (Platinum)

Global WasteMet Awards 2021
Waste management (Gold)

International CSR Excellence Awards
Overall CSR (CSR Champion – Asia)

Green World Awards
Best environment practices (Sustainability – Silver)

Golden Peacock National Quality Award 2021

Great Place To Work
(From March 2021 to February 2022)

FICCI CSR Awards 2021
Women empowerment (Certificate of appreciation)

Global CSR Excellence and Leadership Awards –
Overall CSR

Economic Times - One of the Best Organisations for Women – 2022

UN Women Award – Community Initiatives
(Women empowerment) (1st runner-up)

ACEF Asian Leaders Awards - Overall excellence in social responsibility (Gold)

ACEF Asian Leaders Awards - Reduce, reuse, recycle achievement (Gold)

Apex India CSR Excellence Award 2020 - Overall CSR (Platinum)

Apex India Green Leaf Award 2020 - Waste management (Gold)

Asia Leadership Awards – Overall CSR

Asia Leadership Awards – Waste management

Brand India Excellence Awards - Most socially responsible company of the year

CSR Times Awards 2021 - Women empowerment

EEF Global Sustainability Awards 2021 – Overall sustainability (Platinum)

EEF Global WasteMet Awards 2021 - Waste management (Gold)

ESG Summit and Awards 2021 - Best ESG initiative for waste management

EXCEED CSR Award 2021 - Outstanding service in corporate social responsibility

Frost and Sullivan India Manufacturing Excellence Awards 2021 – Gold certificate of merit (Rakholi and Dadra, Silvassa)

India CSR Award - Overall CSR

India Impact Summit - Women empowerment

International CSR Excellence Awards – Overall CSR (CSR Champion – Asia)

Mahatma Award for Sustainable Business Practice 2021 - Waste and material productivity

Mahatma Awards - Partnerships to achieve the goals

Sustainable Development Foundation National Convention on Quality Concepts (NCQC-2021) - Occupational health and safety (OHS) (Gold)

Social And Business Enterprise Responsible Award - Women empowerment

The CSR Journal Excellence Awards – Women empowerment (1st Runner Up)

The Global CSR Award 2022 (Energy and Environment Foundation) – Overall CSR (Gold)

13th Annual Global CSR Awards and Summit 2021 - Excellence in provision for literacy and education (Platinum)

21st Annual Greentech Environment Award 2021 - Waste management

8th Annual Greentech CSR Award 2021 - Promotion of education

Economic performance

Associated SDG's

UNEP

Universality

GRI

Economic performance
2016 : **201-1**

Material topics 2021: **3-3**

Indirect economic impacts
2016: **203-1,2**

Management approach

We operate in one of the fastest growing sectors in the world – telecommunications. Digital connectivity, regardless of location and the resulting globalisation owes its genesis to the telecommunications sector. The pandemic induced lockdowns, remote learning and working has accelerated digitalisation across the globe. This transition is further propelling the need for our core business offerings: fibre, network-related services, and software. Thus, the demand for our products and services will continue to increase in coming times.

To ensure we are able to meet such requests, we are expanding our services and manufacturing operations globally. Simultaneously, we are accelerating our value proposition across optical connectivity, large-scale digital network integration, and virtualised access to enable a well-connected and networked world.

Over the past year, while businesses across the world were impacted, STL showed resilience and recorded 19% year-over-year (y-o-y) revenue growth. Taking forward the lessons and successes from this year to the next, we are building on our strong fundamentals to deliver sustained and shared progress for all stakeholders. We have delivered cutting-edge solutions in FY22 and are well poised to grow further in FY23. With great market opportunities and the immense potential to grow that lies ahead of us, our target is to be among the top global players in the near term.

Risk assessment

At STL, Enterprise Risk Management (ERM) is a critical function that helps us protect and enhance value for our customers, investors, employees, partners and other stakeholders.

There are various facets considered in this ERM process. For example, our Company may not be able to implement its strategy successfully and deliver growth due to changes in the industry in which it operates. The market is competitive with few barriers to capacity expansion by existing and new players. Globally, most contracts are finalised through a competitive bidding process; and therefore, product pricing becomes an important factor. Further, there is a risk that STL may be unable to develop new products and solutions which can proactively meet customers' unmet needs. In this fast-changing world, the launch of new, sustainable and technically improved variants of products or solutions by STL's competitors could put our Company's prospects at risk.

Thus, our Company works proactively to identify and monitor the most significant risks, such as those mentioned above. The purpose of this process is to minimise surprises; improve decision-making to help us achieve our strategic, financial, compliance and operational objectives, and actively work to reduce the impact and likelihood of identified risks.

This process has identified the following major risks that could affect strategy and achievement of economic objectives:

- Geopolitical and macroeconomic risks
- Strategic risks
- Operational risks
- Financial and reporting risks
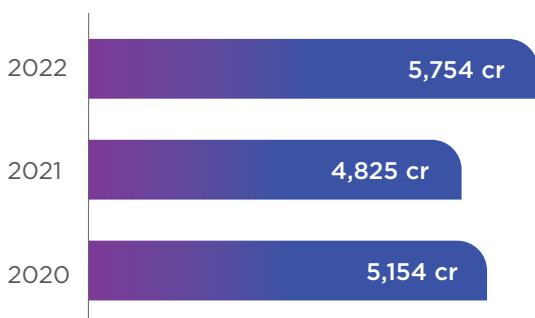- Compliance risks
- ESG risks

We are confident that our business model is robust and sustainable as we have embedded ESG into our corporate strategy and risk management process. We also evaluate market-related climate risks as part of our materiality and risk assessment processes. Whether in response to environmental commitments, regulatory requirements, rising energy costs or reputational risk, businesses are increasingly looking to enhance their sustainability initiatives.

In our endeavour to decouple economic growth from environmental degradation, we are committed to improving resource efficiency in consumption and production. Apart from our ESG initiatives, this also includes developing durable and green products such as Olympus Lite cables and others.
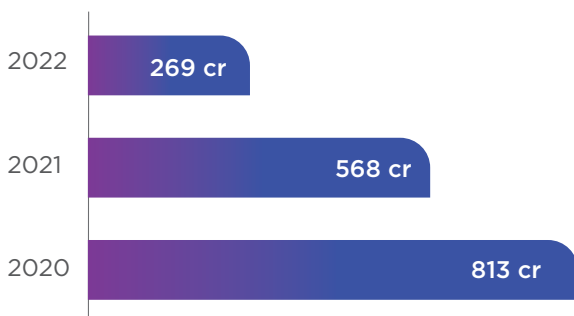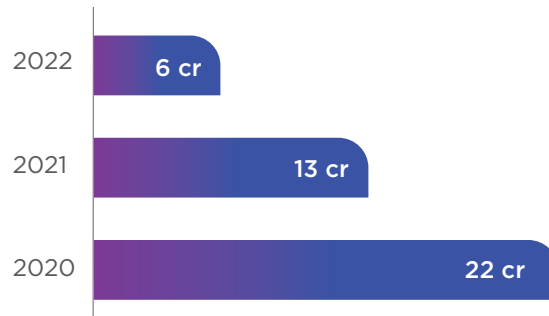
Financial performance

Revenue

Year	Value
2022	5,754 cr
2021	4,825 cr
2020	5,154 cr

CAGR 16%↑   GROWTH y-o-y 19%↑

EBITDA

Year	Value
2022	594 cr
2021	854 cr
2020	1,104 cr

CAGR -7%↓   GROWTH y-o-y -30%↓

EBIT

Year	Value
2022	269 cr
2021	568 cr
2020	813 cr

CAGR -18%↓   GROWTH y-o-y -53%↓

ROCE

Year	Value
2022	6 cr
2021	13 cr
2020	22 cr

cr - crore

Economic value generated, distributed and retained

₹ crores (cr)	STL (Consolidated) FY22	STL (Consolidated) FY21
Direct economic value generated	**5,813.6**	**4,868.2**
Revenue from sales of goods	3,484	2,559.1
Revenue from rendering of services	2,178.3	2,216
Revenue from financial investments	59.3	43
Other operating income and exceptional items	92	50.1
Economic value distributed	**5,880.4**	**4,752.3**
Operating expenses (total operating cost including depreciation, wages, CSR)	4,662.7	3,640.8
Wages and other payments to employees	870.7	647.4
Payments to providers of capital	320.7	341.3
(i) Payments to shareholders (dividend)	79.4	138.3
(ii)Payments to finance cost	241.4	203
Payments to government (income tax and deferred tax)	14.7	111.3
Community investments (CSR)	11.6	11.6
Economic value retained	**(66.8)**	**115.9**

ESG strategy

Associated SDG's

GRI

General disclosures
2021 : **2-16,28**

Material topics 2021:
3-1,2

UNGC

Environmental
responsibility:
Principle 8

UNEP

Universality,
integration, human
rights and equity,
innovation

IFC

Performance standard-1:
Assessment and management
of environmental and social risks
and impacts
Performance standard-2: Labour
and working conditions
Performance standard-3:
Resource efficiency and pollution
prevention
Performance standard-4:
Community health, safety and
security
Performance standard-5:
Biodiversity conservation and
sustainable management of
living natural resources

UNWEP

Principle 1: Establish high-level corporate
leadership for gender equality
Principle 2: Treat all women and men
fairly at work – respect and support
human rights and non-discrimination
Principle 3: Ensure the health, safety
and well-being of all women and men
workers
Principle 4: Promote education, training
and professional development for
women
Principle 5: Implement enterprise
development, supply chain and
marketing practices that empower
women
Principle 6: Promote equality through
community initiatives and advocacy
Principle 7: Measure and publicly report
on progress to achieve gender equality

Management approach

At STL, we aspire to build green, resilient, and sustainable digital networks that ensure last-mile access to connectivity solutions. Our vision, 'transform billions of lives through digital networks' ensures that this agenda is driven through our business as well as our Environment, Social, and Governance (ESG) endeavours. We have strengthened our focus on sustainability by committing to environment stewardship driven at the forefront by our goal to achieve net zero emissions by 2030. At the same time, our remaining ESG goals for 2025 and 2030 ensure comprehensive action to drive green operations, inclusive growth, maximum positive impact and

resilience. This approach has created shared value not only for our Company, but also for each of our stakeholders.

To ensure sustainability, our ESG practices cover every business function. We continue to grow responsibly with a sharp focus on energy and waste management, water stewardship, employee diversity, social impact, green products, and robust governance policies. We do this by ensuring ethical, eco-friendly operations and creating shared benefits for all stakeholders, while ensuring moral and ethical standards govern every engagement.

However, the world is still beset by growing concerns around climate change, widening inequality gaps, poverty, hunger, pandemics and others. We believe that it is imperative for the well-being of future generations, to encourage behavioural change in communities as well as on the circularity of resources, gender equality, ethics, human rights, and facilitate a more inclusive future through access to quality education and healthcare. Therefore we do not only look to reduce energy, other resource usage, and waste within our boundaries, but also take every opportunity to replenish resources used. This is done through comprehensive community programmes that leverage innovation, technology and data for sustained and meaningful impact.

Aligning with national priorities and global agendas for sustainable development

It is imperative, as a responsible corporate, that national priorities and global agendas form part of the solutions we offer.

India's national priorities, the United Nation's Sustainable Development Goals (UN SDGs), UN Global Compact's Ten Principles and UN Women Empowerment Principles form an integral part of how we operate and work with communities.

Each of these serve as a roadmap for development that is enduring and transformative. They include almost every aspect of human and planetary well-being and if met, will provide everyone with a stable and prosperous life, while ensuring the planet's health. They have the nonpareil ability to create an agenda for change across multiple focus areas. The work entailed in the execution of each of these focus areas has the proclivity to create a ripple effect that is often subtle and understated. Even the implementation of any single goal, e.g., SDG 8 -Decent work and economic growth has significance across business operations, the supply chain, labour welfare or even community/ corporate social responsibility (CSR) programmes.

The UN SDGs are the lodestars that guide national priorities of many nations and India is no exception. India is building resilient and sustainable socio-economic infrastructure that reduces its carbon footprint even as it uplifts millions of citizens from poverty. And here, too, the SDGs guide on partnerships where state, local governments, global organisations and even corporates will play a pivotal role in making sustainable change a reality through collective action.

WE SUPPORT

UN GLOBAL COMPACT

In addition to the UN SDGs, since 2018, our Company has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption. We annually report our Communication on Progress as signatories to the UNGC.

www.stl.tech

We also support the United Nation's Women Empowerment Principles (UNWEP), which we believe are integral to fostering diversity and inclusion at the workplace as well as ensuring gender equality in communities.

This association with national priorities and global agendas has allowed us to strategically design high-impact initiatives that battle fundamental crisis ubiquitous in society today. These include environmental degradation, patriarchy, and illiteracy, to name a few. With a vision that aims to bridge the digital divide by empowering billions across the globe through provision of last-mile connectivity solutions, each of these elements form a central part of our overall business strategy. In India, it has allowed us to contribute to the Digital India and Jal Jeevan Missions which look to promote digital inclusion and resource conservation, Beti Bachao-Beti Padao initiative that endorses education for women, Panchamrit plan to tackle climate change and several others while contributing to 16 of the 17 UN SGDs.

Our social impact focus areas and our business priorities align with SDGs such as women empowerment, provision of healthcare and quality education, as well as environment conservation, climate change and others. This allows us to uplift

communities by creating change that is all-inclusive and lasting, as well as influence other areas such a poverty alleviation, responsible production and consumption, life on land, and so on.

However, we believe that in order for our efforts to make a real difference, the scale at which we need to drive change needs collaboration. We therefore look to leverage partnerships across our value chain, with governments, global organisations, non-government organisations, and communities among others to achieve these goals. It is this convergence that is enabling transformational change within our business operations as well as in target communities, ensuring our vision of 'transforming a billion lives through digital networks' becomes a reality.

'Partnership for the goals' – Our achievements

Mahatma Awards - Partnerships to achieve the goals

BRICS Solution for SDGs Award - Innovation in industry and infrastructure development (SDG 9) (Runner-up)

Aligned with **16 of the 17 SDGs**

ESG governance

Our leadership team has been instrumental in driving ESG across the value chain. At the apex level, the Sustainability and CSR Committee guides and monitors the Company's ESG agenda and performance. The committee comprises two Independent Directors, our Managing Director and Vice Chairman. Their responsibility includes formulating our ESG strategy, related policies, regulatory compliane and performance assessment,

among other aspects. Along with leadership, cross-functional taskforces monitor major areas that we focus on under ESG.

As our products and services rapidly evolve, so must the rest of our business. Therefore, the time horizon is critical and highly relevant in a rapidly changing environment. It is also consistent across all risk categories, including climate-related risks. We formulate our ESG strategy considering short-term, medium-term and long-term time horizons.

01 Short-term timeframe (0-3 years) is directly aligned with the nature of our business and operations. In this context, we continuously work with our partners to apply innovation and leverage technology to deliver products and services sustainably. We abide by the policies of responsible waste management and minimising emissions from manufacturing, storage and transportation. We also ensure that our customers and end users can use green products and services that help create a green, inclusive and connected world.

02 Medium-term horizon (0-8 years) is an equally important aspect to consider as it allows us to look at the business from a slightly longer time dimension. Strategic, financial planning and implementation of advanced technologies not only have roots in the present/short-term, but also allows us to plan for the near-term future of our business.

03 Although our business model is well defined from a long-term perspective (>8 years), our services and products keep evolving and diversifying. We aim to provide our customers with innovative and new products that evolve with technology's ever-changing, disruptive use. Change and disruption are less predictable, in the long-term. However, we do take a longer-term approach in our sustainability governance initiatives to develop ecologically and economically viable products.

This allows us to collaborate with stakeholders across the value chain to innovate collectively, ensure compliance and imbibe our Company's values and beliefs. This includes our human rights practices, sustainable sourcing of raw materials, fair labour practices, transparency in operations, and reporting. Adherence also certifies that our partners conduct their operations in an eco-friendly and humane manner. Our processes

are governed by a Quality, Environment, Health and Safety policy (QEHS) and each area is also monitored through an ISO 14001 certified Environment Management System and ISO 45001 Occupational Health and Safety management system. This helps us maintain high environmental and safety standards across our facilities as well as identify gaps and proactively mitigate them through appropriate action.

Connected, transparent and traceable supply chains

Proactively understanding and addressing risks, going beyond compliance

Sustainable sourcing

Integrating business with environment

Leading on ESG by creating shared value

Drivers for business

Propelling local cluster development

Growth of ESG reporting

Delivering business for the benefit of all

Stakeholder engagement

Every organisation relies on its interactions with different stakeholders to create value for all parties, either directly or indirectly. At STL, we believe that engagement is all about realising the point of agreement or common motivation that allows different stakeholders to work in unison to accomplish greater good together. We therefore ensure ongoing and effective communication with our stakeholders. This has helped us use insights from such interactions to create better and innovative strategies and programmes. It is entrenched across our value chain and includes upstream and downstream partners and marginalised communities. Stakeholders, thus, include organisations and individuals impacted by or capable of influencing our operations. We have identified - employees, customers, suppliers and vendors, investors, leadership and non-governmental organisations (NGOs) as our stakeholders.

The Company uses well-established direct and indirect mechanisms, to source continuous and unbiased feedback from stakeholders. Multi-

stakeholder engagement initiatives are an integral part of our Company's growth strategy, as well as an effective communications channel. The purpose of these initiatives is to:

- Identify ideas for improvements that lead to product and process innovation;
- Improve the management of reputational and other risks;
- Inform, engage and build the awareness of stakeholders regarding various aspects of importance to the Company and the society in which it works; and
- Identify the needs, problems and expectations of stakeholders in order to integrate them into the Company's strategy and develop a relationship based on trust and transparency.

This process facilitates access to insights and knowledge to aid the transformation process. It helps us establish and maintain an authentic and sincere connection with stakeholders while understanding their expectations. Moreover, this process helps us sort out the rich insights of stakeholders and refine our processes and culture.

Identify and assess stakeholders

Set engagement objectives

Develop engagement plan and techniques

Implement engagement plan

Assess the engagement process

Respond to engagement results

Measure and report process

Stakeholder engagement process

Stakeholder engagement process

| Stakeholder groups	Mode of engagement	Key topics
Employees	Townhall, all hands meetings, leadership shop floor visits, performance management systems, one-to-one interactions, trainings, induction workshops, surveys	Professional growth, skill development, increasing diversity, competency enhancement, ESG, talent management, operational risks
Customers	Plant visits, customer satisfaction survey, key account management, conferences and events, social audits	New product development, research and innovation, delivery compliance, green products, customer satisfaction, ESG actions and achievements
Suppliers and vendors	Supplier meets, supplier plant visits, relationship management, audits	Supplier satisfaction, material compliance, joint development, mutual value creation, ESG targets (if any)
NGOs	Community visits, social needs and impact assessment, philanthropic engagement, employee volunteering, reviews, meetings for operational purposes	Development projects according to the identified needs, support to social causes
Leadership	Annual general meeting, performance calls, interaction with investors, governments, NGOs and other agencies	Economic value creation, ESG disclosures, sector and programme related
Investors	Annual general meeting, performance calls, interaction with leadership, governments, investor relationship management	Economic value creation, ESG disclosures, sector and programme related

www.stl.tech

Material ESG aspects

Stakeholder engagement and the materiality matrix are starting points for defining ESG priorities and extending the risk management process to ESG. After an in-depth consultation with all stakeholders, we categorised material issues based on ESG priorities. We identified each material topic after a detailed sectoral and peer review, global megatrends analysis and desk-based secondary research. It was also aligned with the GRI and SASB standards. Moreover, we ensure that these priorities align with our overarching vision and values, and short-term and long-term business priorities.

We consulted with process owners and management on every material issue to gauge the issue's significance, legitimacy and impact. All our material issues have also been considered, keeping in mind the transforming global scenario and key concerns that may affect the way we conduct business in the future. After identification of material problems, a detailed survey regarding the material topics was shared with each identified stakeholder for their inputs – customers, employees, leadership, investors, suppliers and vendors, and NGOs on the following material topics across the ESG domain.

Environment
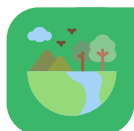
- Energy management
- GHG emissions
- Air pollution
- Waste management/ circular economy
- Water
- Sustainability driven innovation
- Materials sourcing
- Supply chain management

Social

- Human capital development
- Health and safety
- Human rights
- Employee wellbeing
- Fair labour practices
- Employee diversity and inclusion
- Community initiatives
- Customer experience
- Product quality and safety

Governance

- Privacy and data security
- Business ethics
- Digital inclusion
- Economic impact

www.stl.tech

Analysis

| Material topics	ESG macro risks	Explanation
• **Energy management** • **GHG emissions** • **Air pollution** • **Waste management/ circular economy** • **Water** • **Sustainability driven innovation** • **Materials sourcing** • **Supply chain management**	Climate change and environment (transitional risk)	Governments and regulatory bodies have increased their expectations of corporate climate performance. We evaluate current and emerging climate-related regulations as part of our materiality assessment process. The Government's environmental, labour, human rights, intellectual property and related regulations and standards impact our Company's ability to operate and provide services. Any current regulation that imposes restrictions on how we operate has the potential to affect our business. Thus, we constantly update and ensure compliance with the current regulatory environment and evaluate our risk on substantial costs for noncompliance and potential reputational impact. For example, our Company's processes are governed by a QEHS policy and each area is monitored through an ISO 14001 certified Environment Management System. Our ESG team and various department heads meet regularly to discuss the latest environmental issues, review business implications, and assess any new material risks based on the latest developments. They also communicate the identified risks to the risk management team and to senior management. Innovation and research and development are essential for us to maintain a competitive advantage as well as develop relevant, green and durable products. Further, adopting the latest technology is critical in achieving our net zero and other ESG goals. Example of some focus areas: i. Adoption of latest energy efficient technologies ii. Adoption of technology in water, waste management and emissions reduction initiatives.
• **Human capital development** • **Health and Safety** • **Human rights** • **Employee wellbeing** • **Fair labour practices** • **Employee diversity and inclusion** • **Community initiatives** • **Customer experience** • **Product quality and safety**	Non-compliance with regulations (labour and environmental laws); unethical business risk; personnel security and occupational safety risk; diversity and talent management risk; reputation risk; litigation risk	Governments and regulatory bodies have also increased ESG coverage in reporting to include social aspects surrounding a corporates business practices in addition to its community initiatives (in India, referred to as Corporate Social Responsibility (CSR)). At STL, we endeavour to not only meet, but exceed such practices where they are mutually beneficial to employees, contract workers, and communities. We ensure compliance with the current regulatory environment and evaluate our risk on substantial costs for noncompliance and potential reputational impact. For example, our manufacturing facilities are also ISO 45001 certified. Our Company even evaluates current and emerging regulations as part of its materiality and risk assessment process. One example considered during our risk assessments is whether the Company is exposing itself to the risk of litigation for misrepresenting the environmental and social attributes of our products or services.

Material topics	ESG macro risks	Explanation
• **Privacy and data security** • **Business ethics** • **Digital inclusion** • **Economic impact**	Cybersecurity risk; digital inclusion risk; unethical business risk	As a telecommunications technology Company, we continually assess governance-related risks and opportunities. We focus on digital inclusion, prevention of unethical business and financial risks. Assessment of risks and opportunities on these topics is an inherent part of our ESG strategy.

We also considered the impact of each of these issues on our business and stakeholders based on potential risks and opportunities. After receiving the survey response on material topics, each stakeholder was assigned a weightage to calculate the total business and stakeholder impact scores for each material issue. The calculated scores were further normalised after assigning equal weightage to inputs from management and the calculated scores. The outcome was a materiality matrix with prioritisation.

The materiality matrix shows the impact of the identified material issues on stakeholders (Y-axis) and business (X-axis). This materiality matrix informs our strategy and allows us to identify areas where we need to focus on attaining our ESG goals.
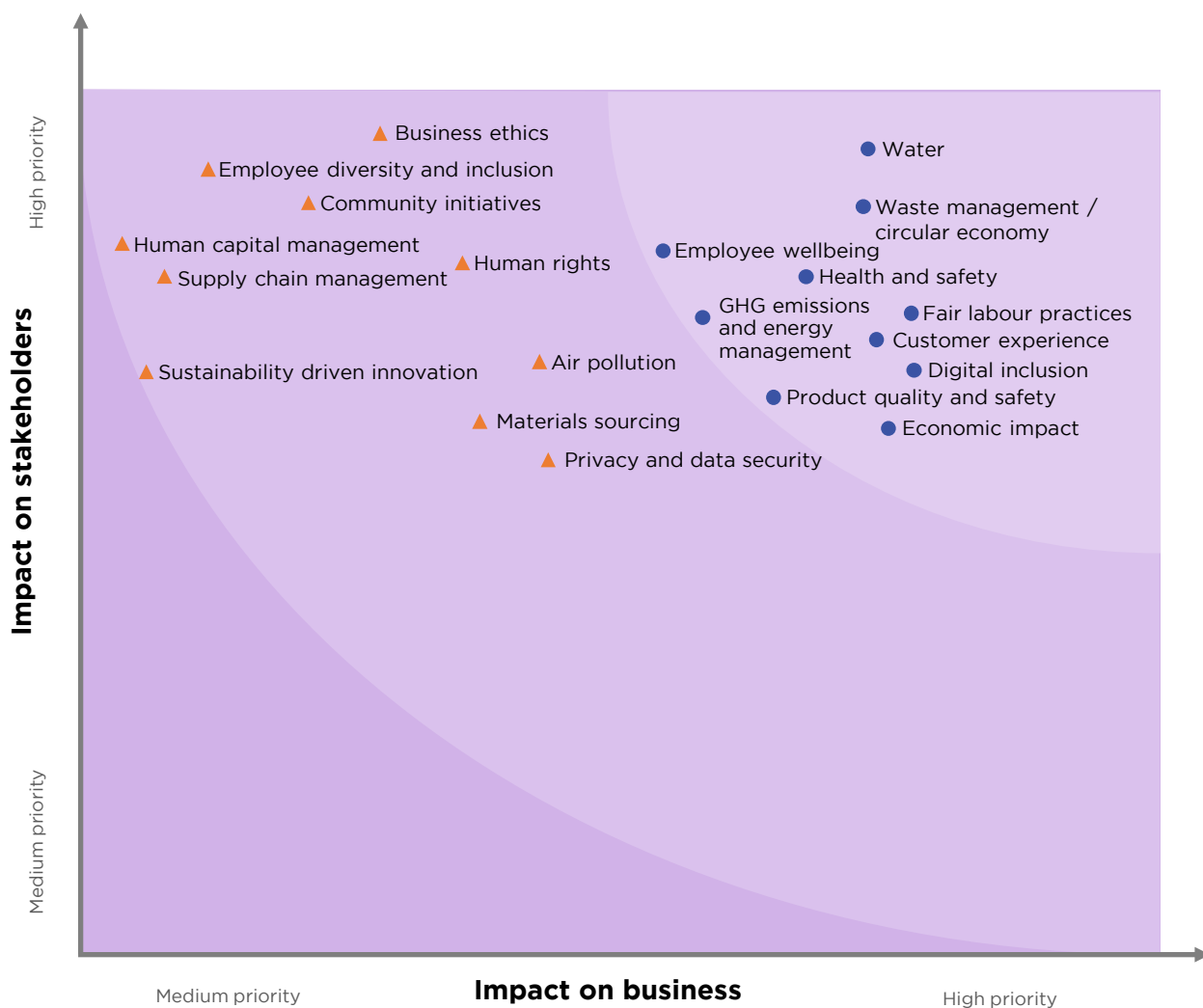
ESG opportunities

While assessing our climate-related risks, we also evaluate potential opportunities that can have substantive financial or strategic impact because of the nature of our business operations. Materiality assessment is an inherent part of this process. We continuously focus on innovation to mitigate ESG risks and identify opportunities. Following are the main opportunities identified with the prospect of having a substantive financial or strategic impact on our business:

1. **Expansion of low emission goods and services (green products):**
    Our products and services meet high-quality standards and are eco-friendly. We ensure our products are environmentally viable by conducting life cycle assessments for product families. This helps us identify areas where either energy optimisation or material replacement is required to reduce the product's eco-footprint. To date, STL has conducted Life Cycle Assessments (LCA) for 10 product families and aims to cover 100% by 2030. This will help us further expand our green product offerings, which environmentally conscious consumers will potentially prefer in the coming years. Thus, we believe that these new sustainability-centric products and services to meet future demand will present us with an additional revenue stream.

2. **Shift in consumer preferences in light of technology evolution:**
    As technology progresses, and evolves, so will

the demand for newer, relevant products. As a digital infrastructure Company, we are ready for this change. Our research and development is focused on developing new products to manage current and emerging market trends. Therefore, we continuously innovate and strategise to develop new, sustainable, state-of-the-art technological products for our customers.

3. **Resource efficiency:**
    Our Company continuously strives to improve resource efficiency in consumption and production to decouple economic growth from environmental degradation. We have developed durable and green products such as Olympus Lite cables, Celesta and others. These resource-efficient, green products will have more market traction in the coming years vis-à-vis regular products.

Further, our sustainability initiatives, such as the net zero emission pledge, zero waste to landfill, water positivity across all locations globally, rainwater harvesting and sustainable sourcing, offer the opportunity to reduce our operational costs. Simultaneously, we continue to look for increasingly cost-effective renewable technologies and optimise resource usage through circularity.

Moreover, through various forums, our Company works with partners to develop green, reusable packaging materials and source durable and disaster-proof raw materials. We believe we will have a significant market demand for these products in the coming years.

Environmental stewardship

Associated SDG's

UNEP

Integration and innovation

IFC

Performance standard-1: Assessment and management of environmental and social risks and impacts
Performance standard-3: Resource efficiency and pollution prevention

UNGC

Environmental responsibility and initiatives: **Principle 7, 8, 9**

SASB

TC-TL-130a.1

GRI

Energy 2016: **302 – 1, 3, 4**

Water and effluents 2020: **303 – 1, 2, 3, 4, 5**

Emissions 2016: **305 – 1, 2, 3, 5**

Waste 2022: **306 – 1, 2, 3, 4, 5**

The scientific consensus is that global temperature rise must rise to no more than 1.5°C from pre-industrial levels to help limit climate change and avoid irreparable damage to the planet and global economy. However, action on climate change is not just restricted to transitioning to renewables. It is about ensuring action up and downstream in a corporates value chain across areas such as sourcing, waste and water management, product development, packaging and logistics, among others.

At STL, we are committed to aligning with and reducing the impact of our operations on the environment in accordance with the Paris Agreement goal. This is, to limit global warming to 1.5°C, compared to pre-industrial levels.

Our focus is on environmental excellence and building green digital networks. This approach starts with the vendor selection process, where we select suppliers aligned with our sustainable policies and goals. At the same time, we emphasise

designing and developing best-in-class, green, durable products by utilizing resources optimally and with extended lifecycles. We have adopted technologies to reduce waste and discharge of water, lessening our impact on the environment. Several initiatives have been taken to optimize our packaging, helping us reuse the packaging material of inter-plant goods multiple times before disposing of them for further handling and recycling.

Management approach

We are committed to building a sustainable future and are looking to make this possible by achieving net zero emissions by 2030 along with ensuring circularity, water positivity, sustainable sourcing and green product development. This starts with improving sustainability performance in our operations followed by our value chain. To achieve these targets, we have been working to increase the efficiency of our systems by following best practices for monitoring, effective maintenance, and making investments into more proficient ones.

Leadership oversight, alignment and policies ensure enterprise-wide adherence to responsible operations. This helps minimise our products' environmental footprint while promoting green manufacturing and a sustainable supply chain across our four business units. We have an ISO 14001 certified Environmental Management System (EMS) that enables robust tracking of these efforts. However, to drive continuous improvement and cognisance to the need of the hour, 'climate change' and 'resource scarcity', we have set ambitious operational-specific goals to ensure our path to a greener and more sustainable future is assured and charted.

Our environmental goals for 2030

Net-zero
GHG emissions

100%
manufacturing facilities to be Zero Waste to Landfill certified

Water positivity

100%
sustainable sourcing

100%
of product families to be covered under life cycle assessments

Environmental risks

Our Board of Directors and ESG team periodically review and evaluate the Company's risk management system, including the ESG risks. Environmental-related risks to our company assets are evaluated as part of our business continuity programme. Environmental risks to our Company include both acute and chronic risks, such as local incidents like building fires, natural calamities, catastrophic events, water shortages, temperature rise, or national events like the recent pandemic. As the physical impacts of climate change become more extreme, our manufacturing facilities in affected areas can potentially experience damage. Depending on the extent of damage, this could lead to increased costs (for example, to shut down, repair, or relocation of facilities). Further, a mitigation plan is developed, and the responsibility for implementation is assigned, which gets reviewed at different levels.

Committed to net-zero emissions

Tackling climate change through energy efficiency and renewables

In addition to transitioning to renewables, energy management and optimisation are crucial to reducing emission leaks as well as reducing energy consumption. We conducted a carbon footprint assessment of our operations in India in FY21, based on which a strategic plan and annual targets to not only enhance coverage of monitoring but also curb emissions have been formulated.

The focus of this strategy, to begin with is primarily on reducing our overall energy consumption, while phasing out from grid electricity to renewables.

We have also started mapping and calculating our Scope 3 emissions in FY22 in addition to Scope 1 and 2. This has helped us understand several areas outside our manufacturing boundaries where optimisation and reduction are possible.

However, as a manufacturing and technology company, electricity consumption across our factories, warehouses and office spaces significantly contributes to our greenhouse gas (GHG) emissions. Considering our consumption levels, we have carried out multiple energy-saving initiatives across our manufacturing plants to reduce our electricity consumption and carbon footprint.

Such iterations included modifications to existing processes that helped us optimise or reduce energy consumption. These include:

01 Interlocking of cooling tower fan with water temperature, thereby saving the run-time of the motor

02 Installed uninterruptable power supply (UPS) with insulated-gate bipolar transistor (IGBT) technology, thus providing 95% efficiency (compared with traditional 80-85%)

03 Increased efficiency of air compressors by installing receivers at the machines

04 Constant electricity load optimisation and revision in contract demand

05 Designed and installed roof sheets with north-facing lights

06 Remodeled plant interiors with glass wool and aluminum sheets for better daylight visibility and to maintain ambient temperatures

07 Replaced old air wiper system and buffering lines with an in-house modified wiper which consumes less air and electricity, and is more efficient

08 Installed chillers with plate heat exchanger (PHE) to improve its efficiency with load reduction

09 Installed AirVac instead of the conventional rotary type vacuum pump in new sheathing lines

10 Replaced direct current (DC) motors with high efficiency alternative current (AC) motors leading to power savings

11 Installed motion sensor and timers in the office area, street lights and air conditioner units, reducing power consumption

12 Replaced cooling tower starter with variable frequency drives (VFD's) resulting in electricity savings on a monthly basis

13 Installed water level sensors at collection tanks to contribute towards maintaining optimum level of water for the chillers, in addition to power saving

14 Air compressor pipeline modified in the fibre-to-the-home (FTTH) cables plant so as to connect the machine through centralized air pipeline

15 Installed VFDs in the scrubber area leading to energy savings of 10% by running pumps at optimized frequency

16 Installed VFDs for scrubber compressors, reducing number of loading and unloading time cycles which optimizes constant load saving energy by approximately 5%

17 Installed VFDs in the underground tank pump house, optimizing the speed of the pump and saving of approximately 5% of the electricity consumption

18 Installed switch timers for lighting on staircases saving electricity consumption

www.stl.tech

Transitioning to renewables

Renewable energy (RE) sources are clean, inexhaustible, and increasingly cost-efficient. We believe, that shifting to clean energy will help combat climate change and limit its devastating effects. It will also help us provide greener products to customers and ultimately enable consumers across the globe to access eco-friendly digital offerings.

Currently, our Company has installed a 100-kiloWatt hour (kWh) capacity [625 kiloWatt-peak (kWp)] solar power plant at Dadra, which generates around 7,50,000 plus units of electricity per year. All the electricity generated from this plant is consumed, offsetting equivalent energy demands from the grid. Our Bresciana plant also sources 30% of its electricity through solar power.

Our green power consumption increased approximately **30%** in FY22 from FY21
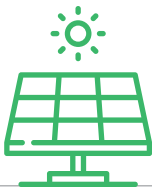
A glance at renewable energy sourced from solar power plants

Solar (renewable) energy from Dadra + Solar (renewable) energy from Italy → Total renewable energy

Total renewable energy (GJ)

Total renewable energy	FY21	FY22
	5,171	6,770

Solar plant at Dadra

Investing for a greener future

Recognising the need to conserve energy, apart from transitioning to renewables, we have ventured into several projects to optimise our electricity consumption. We have taken several initiatives in FY22 to reduce our carbon footprint.

Initiatives undertaken by STL for optimisation and efficiency are as follows:

High efficiency and quality product delivering machines commissioned which are capable of producing multiple cable designs with minimum scrap and consuming less power and maintaining high rate of availability

Implemented centralized utilities which have power savings of 10 - 15%

Installed 600 cubic feet per minute (CFM) air compressors having high power efficiency with savings of approximately 300 energy units per day

Installed high cooling efficiency chillers

Designed and selected the updated and highly efficient equipment (dry transformer/UPS/RMU/type tested panels/HVAC/cooling towers/pumps) with the scheme of 100% redundancy

Introduced and replaced oil-type transformer with a dry transformer that has higher efficiency

High efficiency UPS in parallel scheme with 100% redundancy

New pre-engineered building (PEB) shed with roof sky light design to reduce day time plant lighting load

Installation of VFDs in nine air handling units	**3,00,000+ kWh** and ₹ **26,00,000+** saved
Intallation of 700 TR chiller in phase 1 and 2 replacing two 320 TR chillers	**2,00,000+ kWh** and ₹ **13,00,000+** saved
Installation of VFDs for chiller secondary pumps	Reduced operational load by 20%, **54,000+ kWh and** ₹ **3,00,000+** saved
Optimize 300 TR process chiller temperature output	**17,000+ kWh** and ₹ **3,00,000+** saved

TR – Tonne of Refrigeration

Transitioning to greener operations

Forklifts are the most commonly used equipment in our warehouse operations, enabling us to move materials, pallets and finished goods quickly and efficiently. We operate forklifts at our Rakholi, Dadra and Waluj plants. Running on diesel fuel oil, they offer more power and lift capacity.

However, over a period, we noticed several concerns with using such diesel-fuelled forklifts, such as;

- Only suitable for outdoor use
- Require constant ventilation
- Engines tend to be noisier
- Polluting the production environment
- Unsatisfactory air quality

In line with our commitment to net-zero emissions, we have undertaken initiatives to move from diesel-fuelled forklifts to battery-operated ones, utilizing electricity to charge. We have converted 66% of our forklift fleet to electric, compared to 8% in FY21. 34% of the fleet still runs on diesel fuel, compared to 92% in FY21, and we aim to convert all our forklift operations to electric by 2030.

Outcomes of this transition led to reduced noise pollution and improved air quality inside the production environment.

Our energy saving initiatives helped us save **35,000+ GJ** of energy and avoid **7,500+** tonnes of carbon emissions in FY22

Our emissions

In FY22, our scope 1 included emissions from combustion of high sulphur diesel (HSD) for generator sets, heavy fuel oil (HFO), liquefied natural gas (LNG) and liquefied petroleum gas (LPG) at all our manufacturing locations in India and methane (Italy operations), for heating and other manufacturing purposes within the organisational (manufacturing, operational and financial control) boundary.

Our scope 2 emissions were primarily from electricity consumption at our optical fibre and cables manufacturing plants and offices across India and Italy. Scope 2 emissions are a significant contributor to our overall carbon footprint. As discussed in this section, we are looking at not only transitioning to renewables but also evaluating every opportunity within our operations to optimise and reduce our energy consumption in an effort to reduce our emissions.

We began to track our scope 3 emissions in FY22. These emissions are mainly from our upstream and downstream operations. These include raw material procurement, transportation of waste and finished goods, employee commute, business travel, waste generated and downstream leased assets.

Energy details	Quantity	Units	Year
Total electricity consumed	9,67,768	GJ	FY22
Total electricity consumed	6,88,369	GJ	FY21

* *FY21 data does not include Italy operations.*

Energy consumption within the organisation in GJ

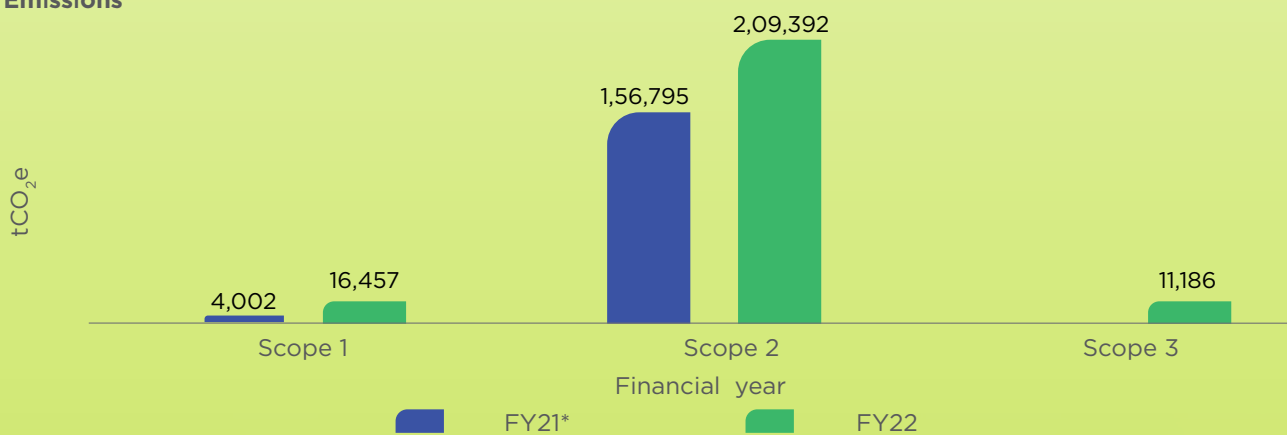|	FY21*	FY22
LPG		8,922
LNG	1,17,103	98,302
HSD	5,269	11,792
HFO	33,954	27,363
Methane		11,659
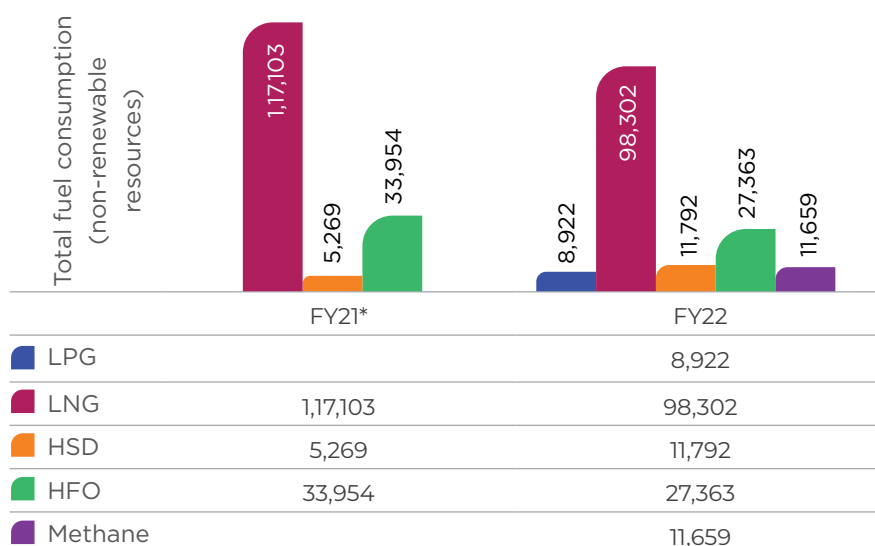
* *FY21 data does not include Italy operations.*

Annual energy intensity for the FY22 in per fibre kilometres and GJ per cable kilometres

Optic fibre (OF) – **24 GJ | FKm**

Optic fibre cable (OFC) – **263 GJ | CKm**

Emissions

tCO$_2$e

Financial year

	Scope 1	Scope 2	Scope 3
FY21*	4,002	1,56,795	
FY22	16,457	2,09,392	11,186

FY21*

FY22

* FY21 data does not include Italy operations

FY21 data does not include Italy operations.

Calculation methodology

Scope boundary – India and Italy operations

For the current reporting year, scope 1 calculations were performed based on the energy consumption approach. Here, the amount and type of energy consumed in our operations under the scope 1 category has been multiplied by its respective emission factors (EFs) to get the corresponding carbon dioxide equivalent (CO_2e).

Scope 2 emissions were calculated based on the total amount of electricity consumed at our manufacturing plants, warehouses, and offices. The same was then multiplied by Central Electricity Authority's (CEA), version 16.0 emission factor (EF) - 0.79 tCO_2/MWh.

Our scope 3 calculations include all indirect emissions not included in scope 2 and that occur in our value chain, including upstream and downstream emissions. We have followed a distance-based approach to calculate scope 3 emissions. All our scope 3 categories are restricted to Indian operations, except for one of our downstream operations – transportation of waste generated. This category is calculated considering both Indian and Italian operations.

Emission factors referred to, include IPCC, UKDEFRA, India GHG Programme and CEA, V 16.0.

Relevant SDG's

| Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
7 AFFORDABLE AND CLEAN ENERGY	7.1: Universal access to modern energy	• Increase efficiencies of the operational components	• Avoided 7,600+ tCO_2e	• Conducted multiple energy-saving initiatives across our manufacturing plants, warehouses and offices, helping us to avoid 7,500+ tCO_2e in FY22
	7.2: Increase global percentage of renewable energy	• Use of renewable energy	• Sourced 5,171 GJ of electricity from green energy sources	• Increased green energy procurement by 30% • Secured 6,770 GJ, of renewable electricity in FY22
	7.3: Double the improvement in energy efficiency 7.A: Promote access, technology, and investments in clean energy	• Capital investments on upgradation	• Taken energy-saving initiatives to reduce our carbon footprint	• Invested in projects on technology upgradation and increased sourcing of renewable energy
SDG 9 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.2: Promote inclusive and sustainable Industrialisation	• Transition towards battery forklifts	• Our energy-saving initiatives have helped to conserve 4,000+ kWh of energy per day, reducing 3.33 tCO_2e	• Initiated projects to optimise our electricity consumption and reduce our carbon emissions
	9.4: Upgrade all industries and infrastructures for sustainability	• Investing in a greener future	• Reduced energy consumption by installing VFDs at three of the scrubbers	• Undertaken initiatives to convert all our forklift operations to electric by 2030 • Saved 35,000+ GJ of energy by our energy-savings initiatives
SDG 13 13 CLIMATE ACTION	13.1: Strengthen resilience and adaptive capacity to climate-related disasters	• Action on climate-change	• Installed motion sensors to reduce energy consumption	• Installed and commissioned 5 new 400 KVA UPS with higher efficiency of 96% as compared to traditional UPS with around 85%
	13.2: Integrate climate change measures into policy and planning	• Capital investments on energy savings and renewable energy	Nil	• Capital investment in replacing old machinery with high efficiency and quality product-delivering machines

Working toward water positivity

Water is a finite and irreplaceable resource that is fundamental to human well-being. Today, more than 1.7 billion people live in areas where depletion through use exceeds natural recharge, a trend that will see two-thirds of the world's population living in water-stressed countries by 2025. Water scarcity is a critical challenge in India as well as globally. Assessing the risk at an initial stage has allowed us to adopt a holistic and resilient water management approach that focuses on recycling and reusing wastewater generated from our daily operations.

Management approach

We have implemented several initiatives to manage our water demands using a more systematic and sustainable approach. These include rainwater harvesting, which has helped capture rainwater, avoiding water runoff to municipal sewers. Effluent and sewage treatment plants have helped us ensure zero liquid discharge at all our plants in Aurangabad, which is traditionally a drought-prone region.
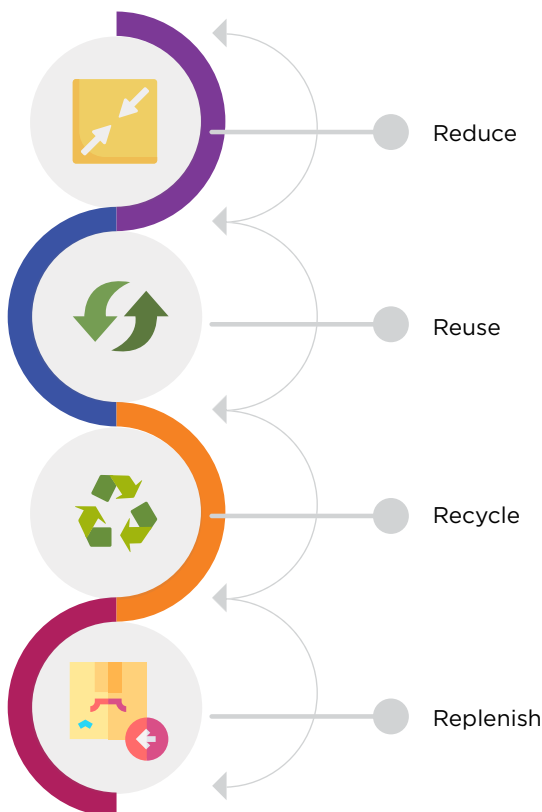
This certification is ISO 14021:2016 compliant, and assessments are conducted yearly.

Water-related risks

At STL, we assess the impacts on water quality and freshwater ecosystems which are vulnerable. Water-related risks for our company include water stress, floods, droughts, scarcity of freshwater supply, interrupting our daily operations, and change in the water cycle, leading to unpredictable rainfall patterns. This, in turn, causes significant biodiversity loss and ecosystem collapse in and around our operational boundaries. Four of our manufacturing plants in Aurangabad were identified to be in water-stressed areas and our plants at Rakholi and Dadra are under heavy precipitation risk. To address these risks, we undertake initiatives such as reducing, reusing and recycling, which will help us strengthen our position and become resilient with better water management.

Our 4R approach

- Reduce
- Reuse
- Recycle
- Replenish

1,45,747 m³ of
water recycled in the FY22

Water recycled and reused (m³)

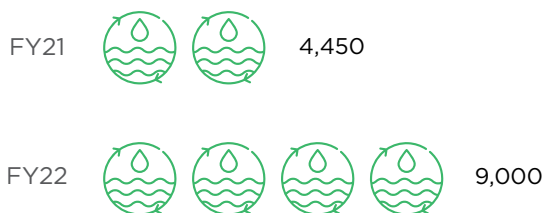| FY21	FY22
1,51,242	1,45,747
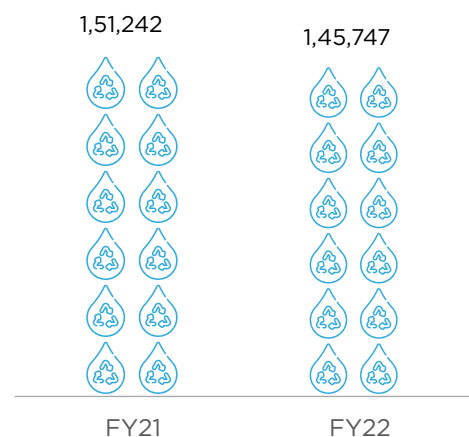
Rainwater harvesting

Harvesting rainwater is an integral component of our water management. Each of our manufacturing units in Aurangabad and Dadra and Nagar Haveli all have harvesting structures which have helped us conserve 9000 m³ of rainwater in FY22. In Aurangabad, this becomes particularly important as it is a water-stressed region.

Rainwater harvested (m³)

FY21   4,450

FY22   9,000

Ensuring efficiencies

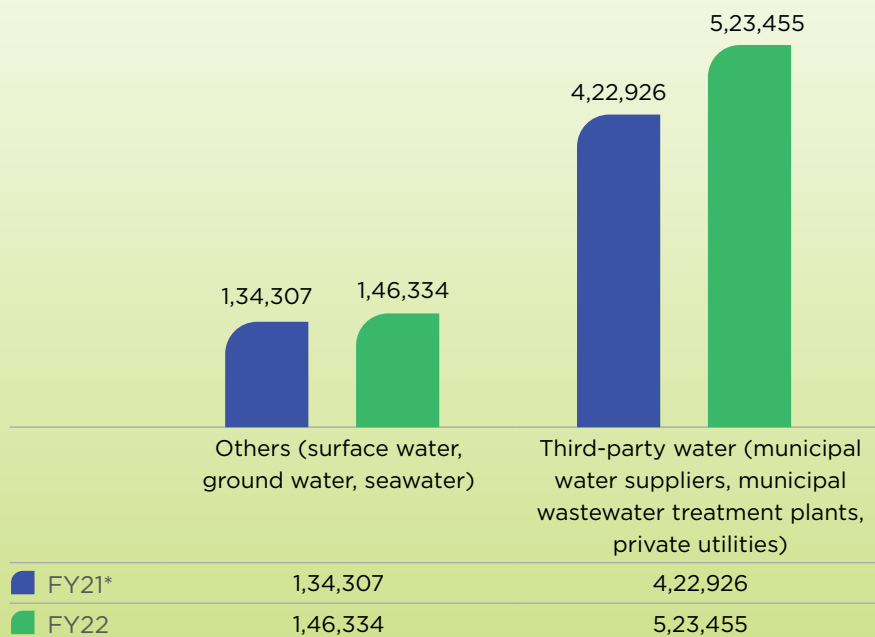In FY22, we implemented multiple measures to optimise our water use which included:

- Installation of sensor-based sewage treatment plants (STP) having an automated dosing system and dashboard at all manufacturing plants to recycle the generated wastewater. The recycled water is used for gardening purposes.

- Procurement of high recovery reverse osmosis (RO) plants with complete automation and state-of-the-art technology.

- Substitution of freshwater with recycled water for scrubbing and other industrial processes.

Total water consumption in FY22 is 6,62,114 m³

Total water sent to common effluent treatment plant in FY22 is 7,675 KL

Annual water intensity for FY22 in litres per fibre kilometres and litres per cable kilometres

OF   ❯   **13.0 L | Fkm**

OFC   ❯   **224.4 L | Ckm**

Water purchased and withdrawn (m³)

	Others (surface water, ground water, seawater)	Third-party water (municipal water suppliers, municipal wastewater treatment plants, private utilities)
FY21*	1,34,307	4,22,926
FY22	1,46,334	5,23,455

* FY21 (third party suppliers) – Office data is not included.

Water sources   :

1. Third-party water:
    • Municipal water suppliers
    • Municipal wastewater treatment plants
    • Private utilities

2. Others:
    • Surface water
    • Groundwater
    • Sea water

Ensuring zero liquid discharge into communities

Each of our four manufacturing units in Aurangabad is all zero-liquid discharge certified. Effluent treatment (ETP) and multi-effective evaporator (MEE) plants installed, in addition to several in-plant modifications to our processes help us ensure this. To ensure zero discharge, a detailed study of parameters has been done on the wastewater before its treatment in the ETP which has in turn helped reduce the load on the plant.

The process includes wastewater from the scrubber process, silicon tetrachloride (SiCl4), and softener plants collected at the ETP. Through chemical treatments, solid particles and chlorine in the water are removed and then fed with steam in the MEE plant through a three-stage centrifuging process to remove salt in the water. This recycled water is again used in the boiler and scrubber processes.

Shendra draw plant		Shendra glass plant
	Zero liquid discharge (ZLD) certified	
Waluj plant		Waluj OFC plant

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
6 CLEAN WATER AND SANITATION	6.3: Improve water quality, wastewater treatment, and safe reuse	• Preventing wastewater from entering community spaces • Rainwater harvesting	• 3 Aurangabad manufacturing facilities ZLD certified • Conserved 4,000+ m³ of rainwater through rainwater harvesting initiatives	• 100% Aurangabad manufacturing facilities ZLD certified • Conserved 9,000+ m³ of rainwater, through rainwater harvesting initiatives
	6.4: Increase water use efficiency and ensure freshwater supplies	• Effluent and sewage treatment plants	• Installed effluent and sewage treatment plants, multiple effect evaporators and others	• Upgraded sewage treatment plants with sensor-based technology
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources 12.8: Promote universal understanding of sustainable lifestyles	• 4R approach, optimizing our water consumption	• Our 4R approach helped us recycle and reuse 1,51,242 m³ of wastewater • Avoided 1,07,410 m³ of fresh water intake • Awareness of sustainable water uses to 100% of employees	• Our 4R approach helped us to recycle and reuse 1,45,747 m³ of wastewater • Our Shendra draw, Waluj, Gaurav and Waluj OFC plants are zero liquid discharge certified as per ISO 14021:2016 • Awareness of sustainable water uses to 100% of employees

www.stl.tech

Efficient and innovative waste management that promotes circularity

Waste generation and landfilling have multiple implications; ranging from polluting areas surrounding the landfill affecting ecosystems and life, GHG emissions causing climate change; high costs involved in storing and transporting waste; misuse and overuse of scarce resources, and so on. In addition to carbon dioxide released when waste is treated, landfills are one of the largest sources of methane – a GHG emission 25 times more potent than carbon dioxide.

The challenge we faced, therefore, was how we divert waste from landfills by reusing it directly instead of sending it for recycling. The main concerns here were optic fibre (OF), OF cables and low smoke zero halogen (LSZH) which due to the glass and plastic components could not be recycled and had to either be sent to landfills or for incineration.

importance of recycling and waste segregation at the corporate office and the manufacturing facility. We aim to have all our plants across the globe certified with Zero Waste to Landfills (ZWL) over the next few years.

We also monitor our hazardous and non-hazardous waste, monthly. While we ensure our processes comply with stringent waste management rules in the countries we operate, we also verify the approaches our recyclers adopt. This assures us that they are operating according to the prescribed laws and our byproducts or waste are further reused, promoting a circular economy, especially for optic fibre, cables and LSZH.

Our Company has started using co-processing in partnership with cement companies as one of the disposal and management solutions, which helps convert waste to energy.

Initiatives

01 **Elimination and optimisation in optic fibre manufacturing**

02 **Elimination of materials in Sterile Cable Business (SCB)**

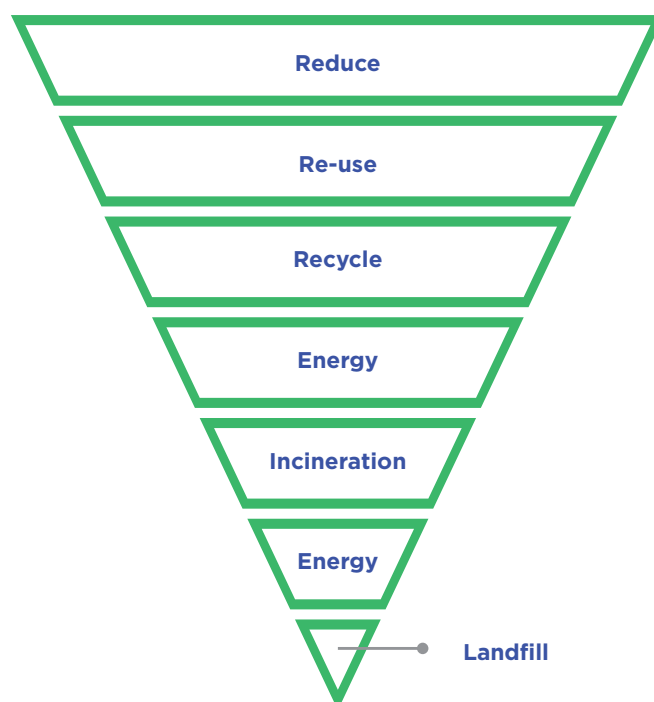**03** **Optimisation in Optic Fibre Cable (OFC) packaging for outbound materials**

Management approach

Waste management is one of the most fundamental ways we drive our sustainability agenda. Our approach to waste management is to eliminate waste and optimally use available resources. We ensure that the vendors we choose to do business with are also environmentally conscious and are approved by the Pollution Control Board. We ensure all our employees and workers are well-informed about the

Reduce
Re-use
Recycle
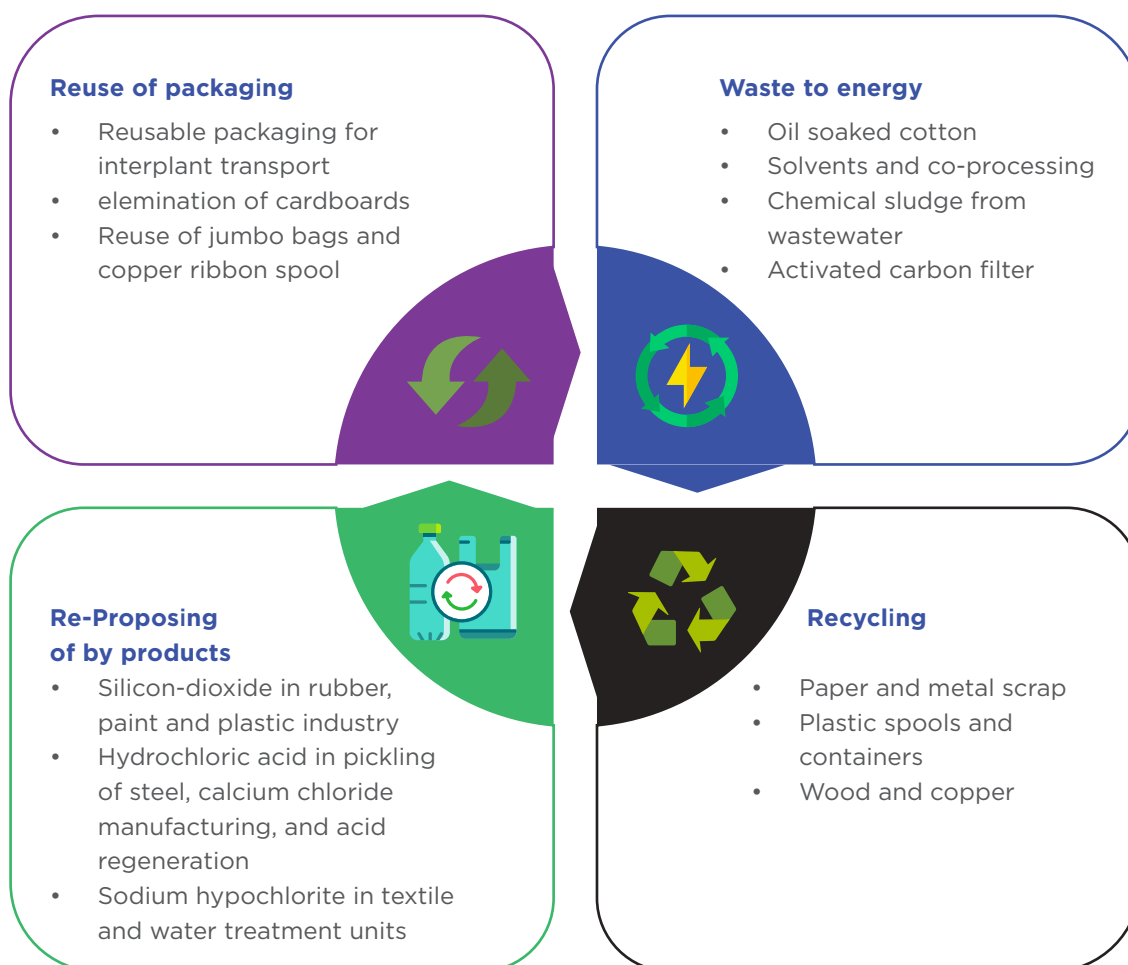Energy
Incineration
Energy
Landfill

In FY19, we relooked at our entire manufacturing process and revamped the same to include modifications that would not only help us reduce scrap waste, but also ensure segregation at source enhancing recyclability of waste generated. We prioritised opportunities for reusing waste by enhancing the usage of what was generated from our operations as a resource for our industry or others. Reusing waste helps save natural resources while manufacturing new products, as well as generating revenue in due course of operations.

This entire initiative also involved monitoring each type of waste generated, its source, and so on. This was essential to increase process efficiency and identify preventive mechanisms to reduce generation. This entire effort helped STL become the world's first integrated optic fibre and cables manufacturer to be Zero Waste to Landfill (ZWL) certified for its plants in India in FY20.

It has helped us optimise resource utilisation and operate in a more efficient and eco-friendly manner by treating waste as a resource; which is at the crux of our waste management approach.

Waste management risks

Unconventional waste management techniques pose direct and indirect threats to our workers, employees, and the environment. Thus, it must be handled by following specific procedures to ensure no further harm is caused in the long run. Mishandling of generated waste may lead to landfills, penalties from regulatory authorities, groundwater and soil pollution, and other exposure risks to our stakeholders. We constantly update our processes and ensure compliance with the current waste disposal techniques and regulations, which help us to mitigate our risks. In addition, we undertake assessments to ensure our suppliers and waste buyers adhere to our policies regarding sustainable waste disposal.
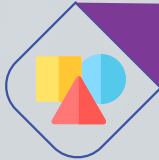
Reuse of packaging

- Reusable packaging for interplant transport
- elemination of cardboards
- Reuse of jumbo bags and copper ribbon spool

Waste to energy

- Oil soaked cotton
- Solvents and co-processing
- Chemical sludge from wastewater
- Activated carbon filter

Re-Proposing of by products

- Silicon-dioxide in rubber, paint and plastic industry
- Hydrochloric acid in pickling of steel, calcium chloride manufacturing, and acid regeneration
- Sodium hypochlorite in textile and water treatment units

Recycling

- Paper and metal scrap
- Plastic spools and containers
- Wood and copper

Efficiency

Co-processing

Diversion

Reduction and recycling

Our Waluj, Shendra draw, Waluj OFC, Rakholi, and Dadra plants are
Zero Waste to **Landfill** (ZWL) certified

Promoting circularity through reuse

The optical fibre and cables manufacturing process results in not only scrap generation, but also byproducts. These are hazardous and non-hazardous in nature. However, requisite care is taken to ensure best-in-class processes for collection, handling, tracking, storage, treatment, transportation, and recycling. Such wastes are also stored separately to prevent contamination in clearly demarcated zones within the manufacturing facility's premises.

This includes adhering to stringent international requirements such as Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations while manufacturing our products and handling both; byproducts and generated hazardous waste. In addition to this, our supplier and waste buyer assessments and audits ensure their alignment with our values and practices, not just on environmental parameters, but also on waste disposal, human rights, fair labour and anti-corruption.

All these efforts to divert waste from landfills have ensured the majority of it, even hazardous waste and byproducts are reused.

Sodium hypochlorite

This is a bleach or disinfectant and can destroy pathogens like bacteria, viruses, fungi and mycobacterium. Industrial uses of sodium hypochlorite include the manufacturing of chemicals, food, and glass, as well as waste disposal. It is also used in pharmaceutical industries for bleaching textiles and to reduce odours in industrial wastewater. Additionally, it can prevent the growth of algae in cooling towers.

Our waste management approach for handling and managing sodium hypochlorite waste entails selling it to authorised vendors who supply it to industries such as those mentioned above for reuse.

Plant	Waste	Qty MTPA	Landfill MTPA before	Landfill MTPA after sale	Landfill saved MTPA
Shendra Glass	Sodium hypochlorite	550	180	0	180

MTPA – Metric tonnes per annum

Co-processing to divert optic fibre, cables, and low-smoke zero halogen waste from landfills

Although it is widely believed that optic fibre (OF) waste is glass waste, it primarily comprises a coating material and cannot be recycled as glass. Due to this complexity, landfilling or incineration have historically been the only practical disposal methods. Similar is the case with OF cables (OFC) and low-smoke zero halogen (LSZH) all of which form scrap or waste from manufacturing OF and OFC.

Significant collaborative efforts helped us in arriving at a breakthrough by successfully co-processing it at cement plants. Here, it is used as a fuel substitute. However, due to the high temperatures in the cement plants' kiln, the waste burns with no negative environmental consequences. This simple yet effective solution has also provided us with the advantage of reducing the negative impact of LSZH and OF waste on the environment and diverting this waste from landfills. Co-processing this waste has led to tremendous cost savings and diverted about 800+MT of OF, OFC and LSZH waste from landfills till date.

Plant	Waste	Qty MTPA*	Previous method of disposal	Current method of disposal	Diverted from landfill (MTPA*)
OF Waluj	OF scrap	102	Landfill	co-processing with cement industry	102
OF Shendra Draw	OF scrap	207	Landfill	co-processing with cement industry	207
Total					**309**

Metric tonnes per annum

Disposing optical fibre (OF) and cable waste as well as Low Smoke Zero Halogen (LSZH) is a major challenge globally. While common understanding is that OF waste is glass waste, it consists mainly of coating material that cannot be recycled as glass. Owing to this complexity, landfilling has traditionally been the only viable disposal mode. However, neither of these were an option due to the serious adverse impact they would have on the environment.

We finally achieved a breakthrough by leveraging co-processing OF and LSZH waste with cement manufacturing plants. Cement manufacturing plants use OF and LSZH as substitutes for fuel. Due to the high temperature in the kiln used at cement plants, the waste burns completely with no adverse environmental impacts. This is a simple yet effective solution with the enormous advantage of reducing the negative impact of LSZH and OF waste on the environment and diverting waste from landfills.

Electronic waste

Our electronic waste or e-waste includes - unserviceable electrical or electronic devices, some of which are keyboards, laptops, display screens, CPUs, mouse, telephones, wires and other electronics. E-waste generated at our facilities is collected by authorized vendors where the same is further processed for refurbishment, reuse, resale, or salvage recycling through material recovery.

Non-hazardous wastes

Non-hazardous wastes generated at the facility include basic paper and metal scrap, cardboard, plastic spools and containers, wood, copper, food, and other daily wastes. Such waste is collected daily,

Total waste generated (MT) for FY 22

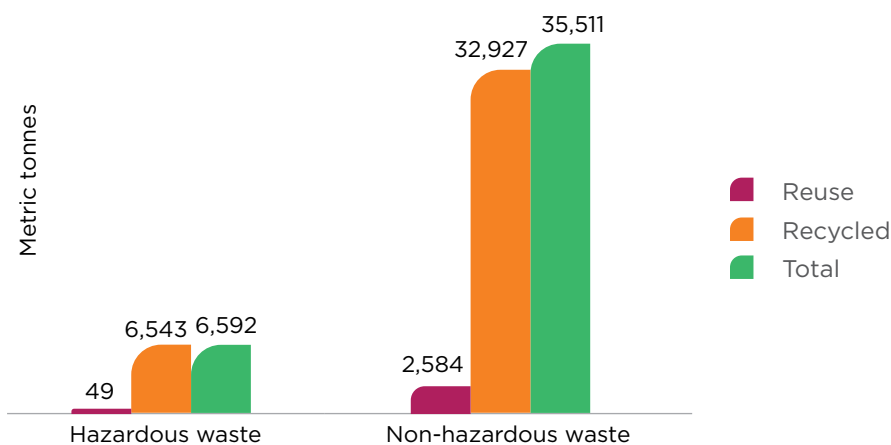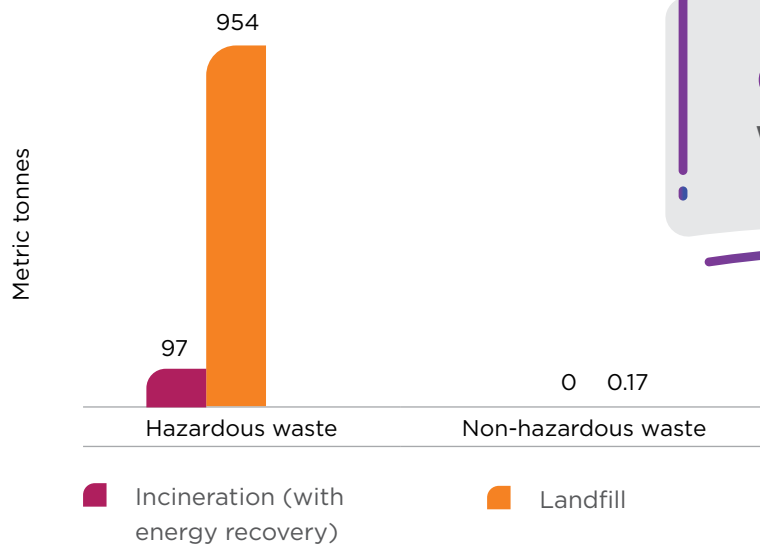| Hazardous waste | 🗑 | 7,643 |
| Non-hazardous waste | 🗑🗑🗑🗑🗑🗑🗑🗑🗑 | 35,511 |

Metric tonnes
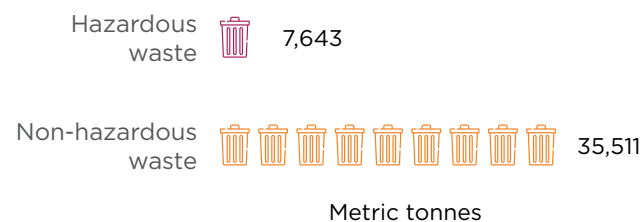
segregated, and stored for further processing. The plant and corporate office have provisions for dry waste and wet waste dustbins, thus allowing for proper waste segregation.

Breakdown of total waste by type

Type	Quantity	Units
Battery	8	MT
E-waste	12	MT
Other hazardous waste	7,556	MT
Other non-hazardous waste	30,524	MT
Plastic waste	5,053	MT
Biomedical waste	0.035	MT

Waste diverted from disposal (MT) for FY22

Waste diverted to disposal (MT) for FY22

Metric tonnes
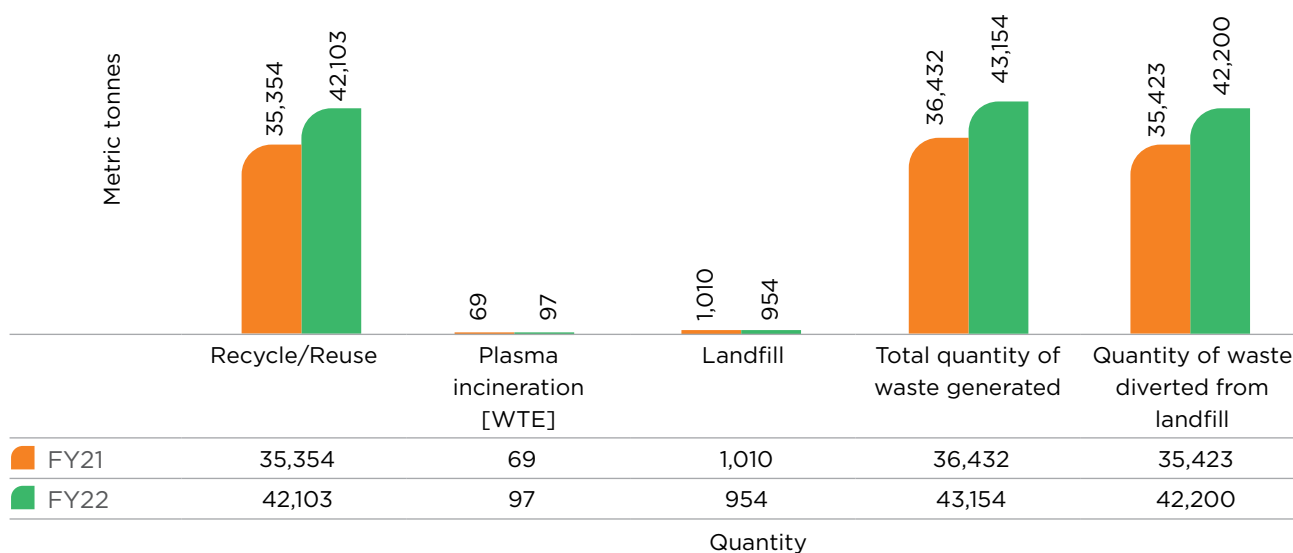
954

97

0　0.17

Hazardous waste　　　Non-hazardous waste

■ Incineration (with energy recovery)　　■ Landfill

0.17 MT of non-hazardous waste was sent to landfill in FY22

Waste disposal by type

Waste type	Recycle percentage	Reuse percentage	Landfill percentage	Incineration percentage
Battery	100%	0%	0%	0%
E-waste	100%	0%	0%	0%
Other hazardous waste	85%	1%	13%	1%
Other non-hazardous waste	93%	7%	0%	0%
Plastic waste	90%	10%	0%	0%

Waste analysis

Waste overview

Metric tonnes

	Recycle/Reuse	Plasma incineration [WTE]	Landfill	Total quantity of waste generated	Quantity of waste diverted from landfill
🟧 FY21	35,354	69	1,010	36,432	35,423
🟩 FY22	42,103	97	954	43,154	42,200

Quantity

* FY21 data from Italy plants is not included

Overall diversion rate - ZWL

	Milan	Bresciana	Waluj OFC	Dadra	Rakholi	Shendra glass	Shendra draw	Waluj
Diversion rate	100%	99.8%	99.9%	99.9%	100%	96.5%	100%	97.1%

Plant locations
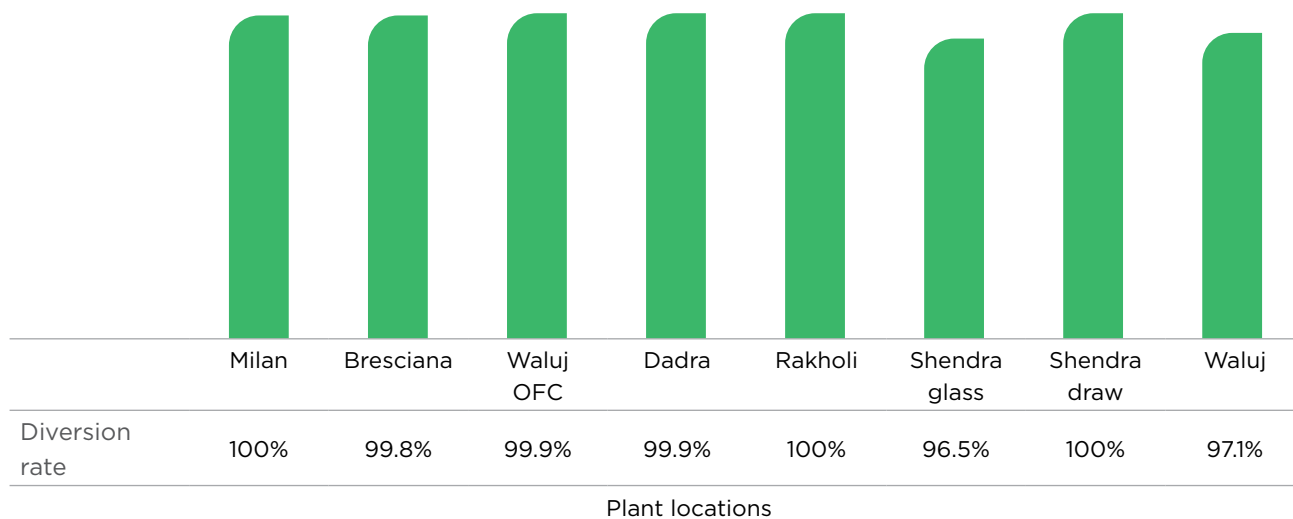
42,000+ MT of waste diverted from landfills

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
11 SUSTAINABLE CITIES AND COMMUNITIES	11.6: Reduce the environmental impacts of cities	• Eliminating waste and continual use of resources	• Programmes conducted for sustainable consumption and production through SURE packaging	• Ensured that the vendors selected are also environmentally conscious and are approved by Pollution Control Board (PCB)
	11.7: Provide access to safe and inclusive green and public spaces	• Diversion of waste from landfills.	• Diverted 35,400+ MT of waste from landfills	• Diverted 42,000+ MT of waste from landfills
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	• Choosing Vendors consciously	• All waste buyers are assessed as per the requirements of ZWL certification	• Screened and validated suppliers/vendors based on our ESG prerequisites
	12.4: Responsible management of chemicals and waste	• Waste segregation at source	• Waste segregated at source for further processing	
	12.6: Encourage companies to adopt sustainable practices and sustainability reporting	• Waste to energy	• Diverted sodium hypochlorite waste to other processing industries	• Diverted 550 MTPA of sodium hypochlorite waste to other processing industries
	12.8: Promote universal understanding of sustainable lifestyles	• Setting an example for sustainable management	• Our four plants at Aurangabad were ZWL certified	• 5 out of 6 Indian plants were ZWL certified

Building a balanced and responsible supply chain

Creating sustainable value for all stakeholders also involves building and ensuring responsibility and optimisation across the supply chain. Our experience in operating amid the pandemic has shown that sustainable sourcing has become extremely important.

Management approach

Our procurement of raw materials and supplier selection is based on a robust sustainable sourcing policy that includes both environmental cognizance as well as concern and respect for human rights and business ethics. Over the last year, we have made considerable efforts to support and expedite the shift towards sustainable sourcing across all aspects of our business. This has resulted in integrating ESG criteria into the selection of suppliers as part of the due-diligence process for the Optical Networking business. We are progressing with replicating these practices across our other business units as well.

While working with partners, we also ensure that no human rights are violated. We undertake supplier assessments and audits regularly to ensure our suppliers adhere to our values and policies regarding environmental issues including waste disposal, human rights, fair labour and anti-corruption.

In addition to adhering to strict international regulations like the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) rules for our products; we also uphold the highest standards when it comes to the sourcing of raw materials.

A good balance between domestic and foreign suppliers is maintained to create a sustainable supply chain. Locally, we prioritise working with

suppliers nearby our operations. As a result, we have been able to lessen our environmental impact while improving the skills of minority communities and local talent. Domestic suppliers for optic fibre cables increased from 55% (FY21) to 61% (FY22). We are even taking steps to improve and increase the capacity and capability of these suppliers by helping them to improve their job work and raw material quality.

As we aim to evolve and advance in our ESG journey, we continuously strive to build partnerships across our value chain with vendors who identify and are aware of their environmental, social and regulatory risks. Our goal is to make the best use of resources while we transition towards renewables and circularity, increase our community impact, address environmental issues and provide significant long-term change. This includes developing innovative and reusable packaging that is eco-friendly and reduces waste even for our customers.

Supply chain related risks

The pandemic was a huge learning experience for us to reassess and upgrade our supply chain management. Since then, we have increased efficiency and optimized our supply chain by aligning with resilient strategies and sustainable methods. Supply chain-related risks for us are shortage and irregular supply of raw materials, vendors not adhering to our supplier policies, insufficient local talent, employees and exceeding transportation costs. As a preventive measure, we have implemented policies to support and encourage local suppliers.

Our approach to packaging helps us reduce our transportation costs for packaged goods and waste generated.

Our approach to packaging

Remove   Refuse   Reduce   Reuse   Recycle

Local suppliers	(%)
FY21	56
FY22	50 (local and imports each)

The data is only for Optical Network Business

Innovating with sustainable, user-friendly, recyclable, and efficient packaging

Packaging material accounts for a sizable proportion of the total resource consumption for our products. Therefore, one of the initiatives being driven across our supply chain is reducing, reusing, and recycling of such material. Our ultimate goal is to ensure 100% recycling of packaging materials.

We have leveraged the in-house and partners expertise by forming a cross-functional team including functions like procurement, design, quality assurance and production. Simultaneously, we work with suppliers and experts to develop materials that align with our goals.

These efforts have helped us eliminate the use of cardboard, replacing them with collapsible HDPE boxes, reuse and recycle spools, prevent the usage of wood for cable packaging, and so on. Due to the reduced size of cable coils, more can now be transported and in a safer way. This has also led to significant cost savings.

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
8 DECENT WORK AND ECONOMIC GROWTH	8.1: Sustainable economic growth	• Sustainable value chain	• Sustainable sourcing efforts have ensured regional development in Silvassa through collaboration with local suppliers for packaging and non-critical materials	• Worked with suppliers and waste buyers to develop their capabilities and adopt new technologies, to reduce environmental impact • Domestic Supplies for optic fibre cables increased from 55% (FY21) to 61% (FY22) by domestic supplier development
	8.2: Diversify, innovate, and upgrade for economic productivity	• Promotion of innovative technologies to reduce environmental impact	• Collaborated with several partners to create recyclable, environmentally friendly packaging materials and find resilient, disaster proof raw materials	• Undertook supplier assessments and audits on a regular basis to ensure our suppliers and partners adhere to our policies regarding environmental issues, human rights, fair labour practices and anti-corruption laws
	8.3: Promote policies to support job creation and growing enterprises	• Sustainable sourcing policy and promoting localisation	• Ensured 56% of our suppliers' localization • Supplier management to ensure ESG compliance	• Ensured 50% of our suppliers' localization and promoted local employment • Supplier management to ensure ESG compliance
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	• Development of innovative packaging	• Collaborated with several partners to create recyclable, environmentally friendly packaging materials and find resilient, disaster-proof raw materials	
	12.6: Encourage companies to adopt sustainable practices and sustainability reporting	• Sustainability reporting	• Disclosed sustainability report for the FY21	• Robust sustainable sourcing policy in place that includes environmental and human rights regulations along with business ethics • Disclosed sustainability report for the FY22

Developing green digital networks

We are a customer-focused organisation. Our objective is to provide high-quality and sustainable products which not only meet but exceed our client's expectations as well as the experience of the end user. This is our way of expressing our commitment to the purpose of 'transforming billions of lives through digital networks.'

We give equal importance to reducing our products' impact on the environment, at every stage, from raw material extraction to manufacturing, use, and its eventual end-of-life. Such initiatives have helped us ensure a sustainable and digitally connected future for all stakeholders.

Our initiatives are driven through a robust Quality, Environment, Health, and Safety (QEHS) policy. The policy aims to enhance customer satisfaction by understanding their changing requirements through proactive engagement. We are creating significant value for our customers through our commitments and initiatives involving improving quality parameters, recycling and decreasing waste and effluent discharge and emissions. We are focussed on averting and reducing the negative environmental impact on people through these initiatives.

This helps lower the wear and tear of cable lines and prevents downtime during installation. Through these efforts, we have improved our customers' efficiency and effectiveness and enhanced the end users' experience.

Our internal training organisation, STL Academy, works across our business to create and deliver best in-class training, helping develop diverse leadership and energises our workforce to drive innovation. The major challenge faced by this industry is the shortage of experienced professionals for broadband deployment. To bridge this gap, STL Academy strives to conduct cutting-edge technology training in software and telecommunication that conforms to global standards and issues operational licenses confirming the same. The STL academy is an enabler of Digital Infrastructure (DI) by supporting high-quality, engaging content, and training delivered across multiple platforms.

Through the STL academy, we have trained and certified 1,00,000 professionals, including 1,500 plus defence personnel, and seek to train many more in the coming year.

STL academy

Quality products and proper knowledge and skill in the usage and maintenance of products enhance their durability. Increased durability is part of our commitment to a greener future. This implies that we optimize resources and reduce waste through minimal replacement and repairs. We have integrated our offerings with expert training on laying and maintaining cable lines. These courses not only provide trainees with certifications but also make sure we have a certified and skilled workforce.

1,00,000+ profession-als have been trained through STL Academy. We aim to increase the number of certified professionals up to 10x by FY24
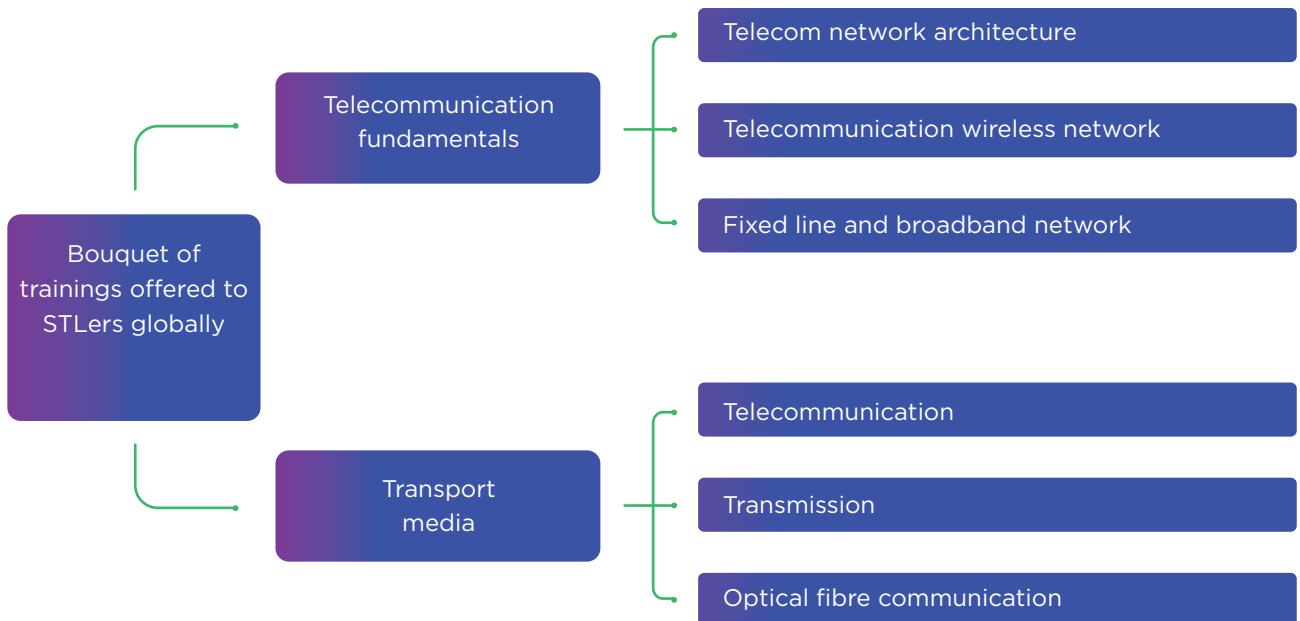
Our green digital network cables

Work Safe Lightweight Overhead Cable
This fibre drop cable meets the breaking load requirement of 1350-1800N in the interests of safety for overhead applications and is compatible for aerial installations of up to 55 meters

Olympus Lite Cable
Withstands extremely high temperatures and fire conditions and suitable for hazardous or heavy constructions zones including heavy traffic area, wind farm developments, pipelines, oil and gas fields, heavy industrial sites, and a variety of additional harsh environment.
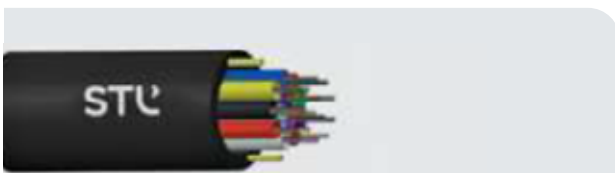
Indicium Lite Cable
Simple structure, light weight and high practicability.
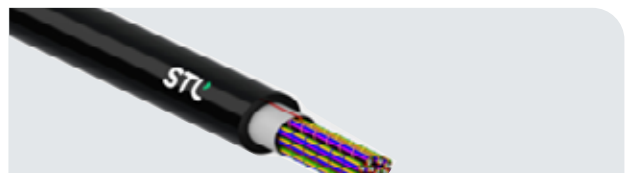
Celesta Cable
Special bend insensitive fibre results in increased power budget and network serviceability.

Additionally, we have a team devoted to ensuring manufacturing excellence. This not only results in significant process waste reduction, but also better finished products and customer satisfaction. Our initiatives help conserve resources and reduce emissions in a holistic manner.

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.2: Promote inclusive and sustainable industrialization	• Focus on developing sustainable products	Nil	• Developed and provided high-quality and sustainable products to our end users • Provided expert training and certifications through STL Academy on laying and maintaining cable lines
	9.4: Upgrade all industries and infrastructures for sustainability	• Manufacturing plant efficiency	• Taken several initiatives to improve our production efficiency and reduce our carbon footprint	
	9.5: Enhance research and upgrade industrial technologies	• Upgrading to green and sustainable products	Nil	• Improved our products with state-of-art and green technologies
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2: Sustainable management and use of natural resources	• Use innovative design approaches	• Increased access to information and communications technology to provide universal and affordable access to the internet through STL Garv and STL's projects with Bharatnet, Mahanet and others	• Celesta- Special bend insensitive fibre results in increased power budget and network serviceability

Empowering communities through innovation and digital inclusion

www.stl.tech

Associated SDG's

1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS

GRI

Local communities
2016 : **413-1**

UNEP

Universality
Integration
Human rights and
equity
Innovation

UNWEP

Principle 4: Promote
education, training, and
professional development
for women

Principle 6: Promote
equality through community
initiatives and advocacy

IFC

Performance Standard-4:
Community health, safety
and security

Performance standard 5:
Biodiversity conservation
and sustainable
management of living
natural resources

UNGC

Environmental
responsibility and
initiatives: **Principle 7,8**

Tech for social good

Creating last-mile access by bridging the digital divide

At STL, our goal is to promote digital inclusion
at the forefront of social action.
With our expertise and dedication, we are bridging
the digital and socio-economic divide by ensuring
technology is an opportunity for everyone, thereby
paving the way for a more inclusive future.

Nearly half of the world's population in developing
economies do not have access to the internet (UN
Deputy Secretary - General, 2021). Though they
live in the digital age, they have been left behind
due to their inability to leverage digital technology
and its opportunities. Access to quality education,
healthcare, gender equality and environment
conservation is also highly unequal across different
parts of the world and in India for similar reasons.
This is not only widening the digital divide, but also
the inequality gap between the impoverished and
the affluent.

There is thus an urgent need to design and
implement social impact programmes that
create meaningful and lasting change across the
Company's value chain as well as in communities.

With technology being our core expertise, we
leverage this knowledge in digital access and
innovation to create agile, scalable and replicable
programmes that drive sustainable positive impact
within communities. Our vision of 'transforming a
billion lives through digital networks' stands at the
forefront of everything we do; be it our business or
our community efforts.

Coupled with collective action, we have been
able to help millions of individuals in some of the
remotest parts of the country reap the benefits of
a digital world. With technology as the enabler,
people can stay connected, gain confidence,
livelihood opportunities, access quality education,
healthcare, and unlock their true potential.

Connectivity, innovation, and sustainability are thus pivotal not only to our business operations, but also to our community outreach programmes.

However, the issues our world faces today are too complex to be resolved by a single entity. We have therefore undertaken initiatives to drive sustainable impact through collaboration and partnerships. This has ensured we are able to engage with communities to work toward issues that matter to them the most, since it is the only way to bring real change. We hence consider communities more than just beneficiaries. For us, they are

partners in facilitating progress. Our approach also ensures that everyone has the skills they need to benefit from the opportunities that technology provides. Our community programmes thus not only contribute to our focus areas of education, healthcare, environment conservation and women empowerment, but also to several other national and global priorities.

Our ultimate goal is to bring digital technology to every person, home, and community, making sure opportunities a digital world has to offer are within their grasp.

Digital inclusion
- Sustainability of access
- Connection
- Skills and support
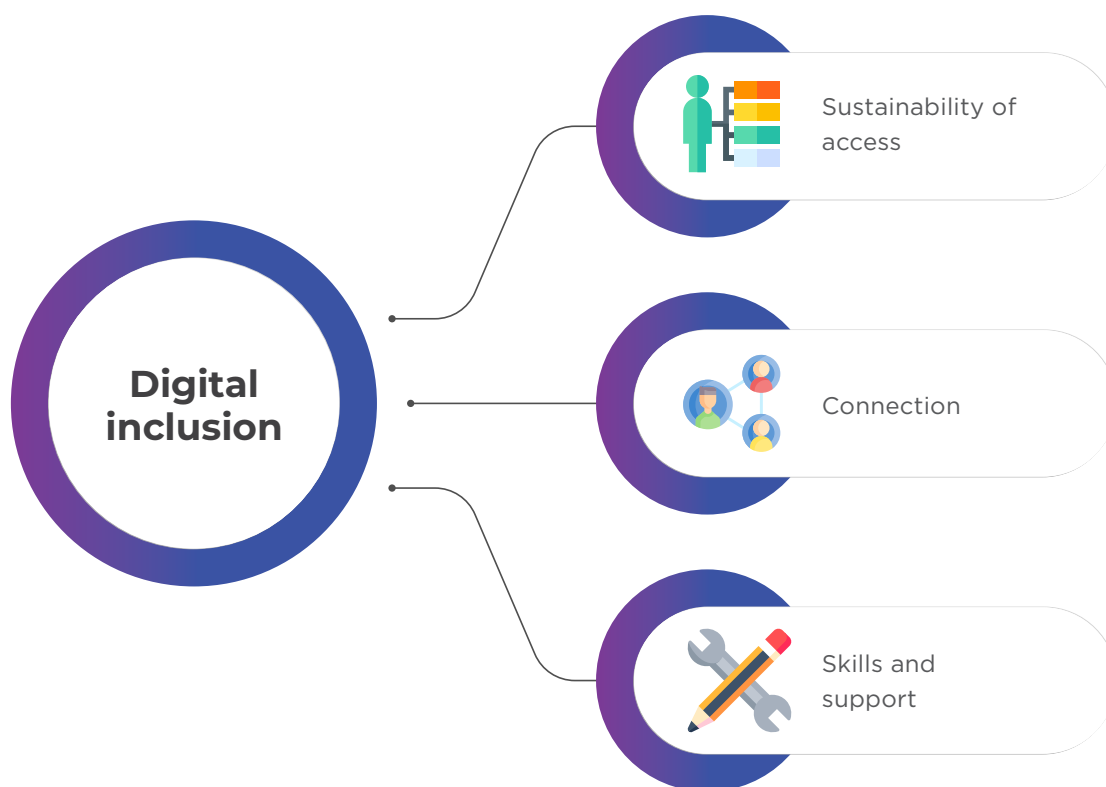
A major component of any digital inclusion programme is ensuring access, connectivity as well as the skills to utilise digital technology meaningfully and effectively. Technology platforms, if used appropriately, can accelerate progress as well as social, and behaviour change, especially in rural communities. Making sure that everyone has access to the internet at an affordable price is necessary to reduce the digital divide. To achieve this, we believe we must support the development of digital infrastructure that is accessible to

everyone; address issues of affordability, improve digital literacy, skills, and raise awareness of the relevance and advantages of the internet. Each of these dimensions of the digital divide needs to be tackled together.

Through our business and community interventions, we promote inclusion that ensures communities are fully integrated into the digital world for educational outcomes, livelihood and entrepreneurial opportunities, as well as for their broader development, health and wellbeing.

FY22 highlights

Transformed everyday living for
1.4+ million
individuals

1.4+ million m³
of water replenished in
communities

1.13+ million lives
benefited through COVID-19
relief and healthcare

1,69,000
plantations done

Quality digital education made
accessible to **1,00,000+**
beneficiaries

10,000+ lives benefitted
through women empowerment
interventions and employee volunteering

Management approach

ESG is a top priority at our Company and is driven by leadership. A board-level Sustainability and Corporate Social Responsibility (CSR) committee oversees our ESG performance. This committee meets twice a year, and its responsibilities include:

- Embedding corporate responsibility considerations into business strategies
- Helping identify corporate responsibility areas of further improvement
- Establishing relevant key performance indicators
- Supporting various ESG initiatives

A robust CSR policy also describes our operational model for implementing community initiatives, and setting out programmes undertaken by us through our corporate foundation, Sterlite Tech Foundation (STF).

The foundation is a non-profit trust created to anchor our efforts and bring in transparency. All our CSR programmes are implemented directly or through collaborations with non-government organisations (NGO), non-profit organisations (NPO) or with government departments. Our in-house ESG team oversees the operations of STF and partner NGOs, NPOs and other social development partners.

The company's CSR initiatives focus on four thrust areas

Women empowerment
Enabling women to lead change through skilling, entrepreneurship, employment, and sustained livelihood opportunities

Environment conservation
Building water-resilient villages and enhancing the green cover while focusing on bio-diversity restoration

Education
Ensuring continued access to quality digital education and advanced learning techniques for students and faculty through agile ed-tech and partnerships

Healthcare
Creating last-mile access to quality healthcare and awareness to drive real change

Social responsibility is deeply ingrained in our culture at STL. This year, leveraging our learnings from the pandemic and enhancing the resilience of beneficiaries was the main focus of our CSR programmes.

However, we continued to ensure that our interventions contributed to not only India's national priorities, but also global goals. Of the 17 SDGs, we have focused on women empowerment,

education, healthcare and environment conservation to drive tangible and sustainable change. The propensity these four areas have to propel a multiplier effect across several other development areas is enormous. This has allowed us to achieve exponential impact in some of India's remotest regions and through our business and ESG efforts contribute to 16 of the 17 UN SDGs. By merging technology, innovation and partnerships across these focus areas, we have been able to

connect the masses to quality education and professional healthcare, which was previously only an aspiration for them. Through such innovative solutions to environmental and social problems, we hope to help transform society and improve the quality of life for those who need it the most. In our effort to do so and address the root cause of the increasing digital and socio-economic divide, we identified the main reasons as mentioned below:

• The pandemic has shown significant impact of the digital and socio-economic divide in education. Teachers and students lack sufficient technology and digital skills to leverage online channels of education or even readily available digital content. A majority of students in rural areas had no access to digital devices resulting in them dropping out of school.

• Digital illiteracy reduces the chances of finding a job and accessing quality employment, which has a negative impact on the workers' economy. At the same time, it restricts families from enabling children with access to digital devices, from leveraging online learning resources or classes.

• People in remote areas are not aware of the potential use or benefits of the internet. In this regard, a lack of digital knowledge also restricts up-skilling, entrepreneurial and expansion opportunities for small-scale entrepreneurs widening the gap between rich and low-income families.

• The digital divide disproportionately affects women more than men and in turn negates the principles of gender equality.

• In some of India's remotest regions, long distances and lack of connectivity or digital knowledge also prevent these communities from accessing quality healthcare. This not only results in increased morbidity in these regions, but also a loss of livelihood opportunities.

Digital inclusion helps lessen the inequality gap and also accelerates progress towards most of the SDGs. Through our alignment with these global goals, we aim to bridge this rapidly increasing digital and socio-economic divide in a sustainable manner.

We have even taken ambitious goals pertaining to our community programmes for FY25 to drive this in a structured way while also combating the very pertinent issue of climate change. These include;

Transforming everyday living for 5 million people

Replenishing 5 million m³ of water in communities

**Undertaking 5 million plantations**

Progress on our CSR goals

We are proud of the progress that we have made towards our ambitious goals and we continue to push forward through an integrated approach by ensuring sustainable transformation across communities.

5 million lives

5 million m³ water

5 million plantations

1.4+ Mn

1.4+ Mn m³

0.2+ Mn

5-5-5 CSR goals

Achievements
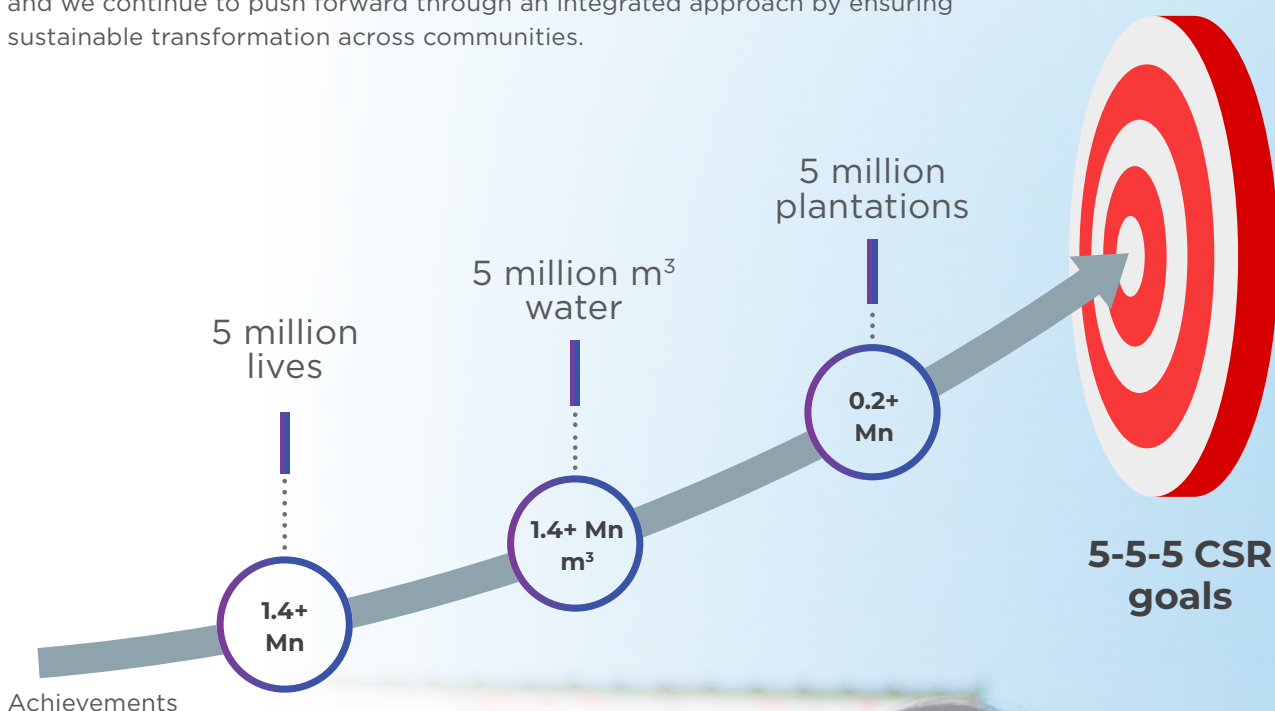
Risk assessment

Business is a vehicle to serve people. We at STL are dedicated to improving the quality of life of those in communities around our manufacturing facilities as well as in aspirational districts where people need support. We must build businesses with a vision to uplift local communities through education, entrepreneurship, and healthcare. It is a way for us to be accountable to all the stakeholders for the impact we have on society, including social, environmental, and economic.

We are constantly striving towards creating better conditions and improving the quality of life not just through our operations, but also for the communities around us. We consider it our responsibility to be able to provide sustainable solutions to problems that have been perturbing a community for the long-term. We have thus ensured adequate risk management by not only making sure environmental conservation, healthcare, education, and gender equality are business focus areas, but also drive action around these within communities to create real change and help propel progress.

www.stl.tech

CSR expenditure

CSR is an essential part of our business and we consider it our responsibility to address the concerns of marginalised communities in areas where we operate and other strategic regions such as aspirational districts. The main areas of expenditure in our CSR budget for FY22 are outlined in this section. We implement our CSR initiatives in accordance with Section 135 of the Companies Act, 2013 and ensure that we go beyond compliance to drive sustainable transformation in these communities.

Total CSR contribution (₹ crores)

FY21	**11.60**
FY22	**11.57**

Transforming learning for marginalised communities

In today's technology-driven world, learning does not have to be constrained only to a physical environment. We are dedicated to bridging the learning gap by leveraging the power of technology to build a future capable of fully realising human potential. At STL, we ensure quality digital education becomes part of how schools across three districts teach and promote learning for children. These children hail from rural and low-income families, who do not have access to the internet or private school education.

Digital equalizer and improved learning (DEIL) programme

The world moved from physical learning to remote or online learning in response to the COVID-19 pandemic. As a result, individuals, households, businesses, and geographic areas without digital access fell behind. Addressing these challenges requires more than a device and internet access. Our long-standing commitment to providing marginalised communities with quality education has helped increase basic digital literacy through continuous skill-building assistance and technical support not just for students, but also their families and school faculty. We launched the DEIL programme in FY21 in partnership with American India Foundation to make digital education accessible to the masses.

This is a first-of-its-kind ed-tech model that can sustain despite social and environmental disturbances. During the pandemic, in spite of complete lockdowns and physical schools being closed, we made sure that children in rural areas and aspirational districts like Nandurbar did not fall out of the education ecosystem.

The programme aims to benefit over 1,00,000 beneficiaries annually across 300 educational institutions in Aurangabad, Nandurbar (Maharashtra, India) and Silvassa (Union Territory of Dadra and Nagar Haveli). It provides students with access to digital content, trains school faculty on modern learning techniques, while also improving students learning outcomes. It contributes to India's national priorities such as Sarva Shiksha Abhiyan (SSA), Rashtriya Madhyamik Shiksha Abhiyan (RMSA) and Teacher Education (TE); thus, improving school effectiveness by providing equal opportunities for schooling and equitable learning outcomes. In addition to student centric interventions, teachers are also trained on digital teaching methods to build skills and assist them with making the entire learning experience exciting. It also ensures talented students, regardless of their financial background, are given the opportunity to grow and reach their full potential. Science, technology, engineering and mathematics (STEM) form an integral part of the programme where students learn related concepts through practical examples.

www.stl.tech

The DEIL programme has gone a step further to customise its offerings as per the needs of the region. In districts like Nandurbar, where pre-schooling is still a relatively unknown concept, we conducted door-to-door awareness campaigns for parents informing them of the need and benefits. This helped bring toddlers into the education system at the right age. Interactive learning through digital mediums and in local dialects relevant to those regions, makes learning fun and interesting.

Another critical component of this model has been the collaboration with local governments and communities. These partnerships helped us guarantee education for children from these communities could continue during the pandemic as well as thereafter. Teachers, school leaders, and community educators are trained on how to conduct community classes, STEM and modern teaching mechanisms, enabling better delivery and allowing them to optimise digital teaching techniques. Volunteers from the community on the other hand have helped with providing necessary spaces for conducting community classes as well as spreading the benefits of the programme among fellow villagers.

The DEIL programme aligns with UN SDG 4 and commits to quality education and capacity building for teachers and community enablers over the next

Lives impacted

| FY21 | ➤ | **18,000+** |
| FY22 | ➤ | **1,10,000+** |

three years. It is also aligned with UN's women empowerment principles 6, i.e., promoting equality through community initiatives and advocacy.

Digital empowerment

We also partnered with Pune Municipal Corporation (PMC) and Lighthouse Communities Foundation to launch a digital empowerment programme for slum dwellers in Pune (Maharashtra, India) in FY20. The programme is aligned with the Digital Pune and Digital India Mission. It promotes a customised digital skills programme for people between the ages of 14 and 60. The programme leverages the internet and digital devices available to youth, homemakers and individuals to learn, facilitate online transactions, earn their livelihood, ease utility payments, banking and other such digital aspects.

www.stl.tech

Our overarching educational goals are aligned with United Nations' SDGs 1, 4, 8, 10 and 17, i.e., ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
1 NO POVERTY	1.2 Reduce at least by half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions	• Total number of digitally empowered lives across age groups	• 1,196	• 1,200+
4 QUALITY EDUCATION	4.2 Ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	• Children provided access to primary education	• 532	• 6,467
	4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide a safe, non-violent, inclusive and effective learning environment for all	• Total number of education institutions covered	• 100+	• 300+
	4.C Substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states	• Total number of teachers trained	• 185	• 2,100+
8 DECENT WORK AND ECONOMIC GROWTH	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, focusing on high value-added and labour-intensive sectors			
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or financial or other status	• Total number of beneficiaries	• 18,000+	• 1,11,000+
		• Villages covered	• 200	• 200+ villages across Aurangabad, Nandurbar and Silvassa
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	• Public-private partnerships		• District education departments (Aurangabad, Nandurbar and Silvassa), American India Foundation, Pune Municipal Corporation, Lighthouse Communities Foundation

Achievements to date

9,27,200
beneficiaries received
access to quality
education

6,900+ children
provided access to quality
early childhood development,
care, and pre-primary
education so that they are
ready for primary education

2,000+
government schools across
Maharashtra and Rajasthan
benefitted through ed-tech
initiatives

Leveraging partnerships for the goals

The Covid-19 pandemic and lockdowns disrupted
education for millions of students forcing an upsurge
in the dropout rate, especially for girls. Moreover,
many children could not access education in rural
areas due to a lack of guidance and motivation.

In collaboration with American Indian Foundation
and local governments, we launched the DEIL

programme to bring these out-of-school children
back into the education system and provide them
with a healthy and purpose-driven life. Till date,
by leveraging such public-private partnerships, we
have succeeded in providing quality education
and upskilling about a million beneficiaries; both
students and teachers as well as individuals across
age groups, to achieve the goal of 'leaving no one
behind' in a digital world.

Improving learning outcomes

Nandurbar, an aspirational district in Maharashtra, is among the lowest on India's Human Development Index. This remote rural region is also home to several migrant and tribal communities, each of which speak different dialects. All of these elements, make the circumstances in this region very different from other rural areas in the state.

Anita Lakshaman Pawara (11 years) and her family of seven belong to one such community called 'Pawara'. This community spoke in Pawari, a tribal dialect. Anita's parents, Lakshaman and Sai Pawara make a living doing odd jobs in and around their village. But they were keen on a better future for their children and hence ensured they enrolled them at the nearby school.

When Anita joined school, the medium of instruction was Marathi, the state-level language. She therefore struggled to follow the curriculum taught at her school- Zila Parishad Kendra.

However, that changed for the better a couple of years back. Utilising a multilingual approach which combines first-language pedagogy, multilingual books, storytelling and reading; specifically, for the Nandurbar region through Learning Resource Centres (LRC), STL's DEIL programme enabled Anita to develop an understanding of Marathi using the Pawari dialect. Today, Anita's a confident young lady who not only tops her class in Maths and a few other subjects, but enjoys learning.

She recalls, "Earlier, I did not understand Marathi and that made learning difficult. But once we began studying at the LRC, activities and stories that were taught in Marathi were translated for us to Pawari. This has helped me excel in my studies and I can also understand Marathi now!"

- Anita Lakshman Pawara, Mungbari village, Dhadgaon taluka (Nandurbar)

www.stl.tech

Ensuring anytime, anywhere access to quality healthcare

The COVID-19 pandemic redefined what it means to be susceptible in society. We believe that quality healthcare is a necessity that should be available to everyone, regardless of their socio-economic or cultural background or where they live. Rural communities have long struggled to maintain access to quality healthcare services, primarily due to a lack of facilities nearby, awareness and costs.

Approach to improved healthcare

| Accessibility | Awareness | Affordability |
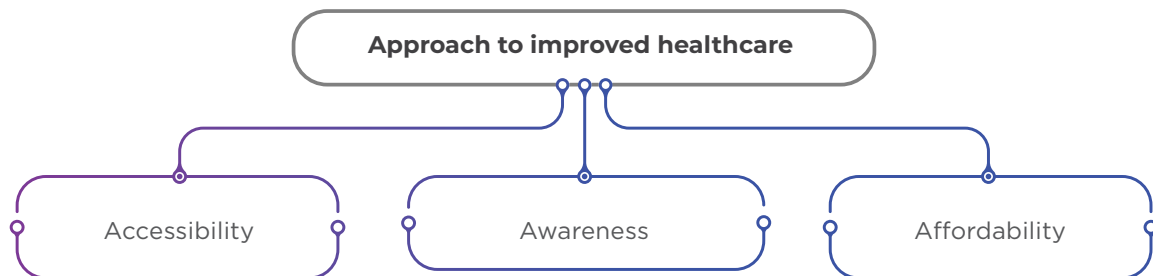
Since 2006, we have served rural and marginalised communities by attending to their health and wellness needs. Over the years, we have looked at ways to incorporate technology into our programmes, thereby bringing in better and more efficient ways to address hygiene and health issues among patients across different age groups. We therefore launched a hybrid healthcare initiative in FY21 to ensure rural India's most vulnerable communities have access to quality healthcare at their doorsteps, at all times and in all locations. Our efforts cover two of India's aspirational districts lowest on the country's Human Development Index; Gadchiroli and Nandurbar (Maharashtra) in addition to rural Aurangabad.

These villages do not have basic healthcare facilities nearby; thus, healthcare is not easily available and very costly, mainly due to the travel involved. Through our programme, over 1200 villages now have access to improved healthcare facilities like teleconsultation, testing and medication, nutrition, prescription glasses as well as referrals for free or subsidised treatment at nearby government hospitals. The programme also addresses all forms of malnutrition for children under five years of age and the nutritional needs of adolescent girls, pregnant and lactating women and older people. To reinforce our efforts on healthcare and reduce the overall morbidity rate, we also have a programme that focuses on awareness and social behaviour change for these communities.

We have also carried out multiple COVID-19 relief operations through the programme as well as separately. Support was extended during the second wave of the pandemic to provide free 24/7 telecare services, doorstep testing and sample collection, screening for COVID-19, medication, and facilitating vaccinations. This was done alongside our regular programme, which continued to support the over-burdened healthcare staff by ensuring that people with symptoms other than COVID-19 received appropriate care and timely treatment. Over one million lives benefitted through our healthcare and COVID-19 relief work.

In view of the health disparities that already exist in the healthcare system, we leveraged technology to ensure patients have rapid access to high-quality professional help through tele-consultations.

Our shared goal is to make healthcare easier to access so that everyone can enjoy the benefits of good health. Technology plays a pivotal role in achieving this goal of bridging the digital divide. In healthcare, we contribute to UN SDG 3 to improve the health of millions, while also reducing inequalities in terms of access to quality healthcare for rural and low-income communities.
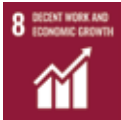
Lives benefitted

FY21 1,10,000+

FY22 1.13+ million

www.stl.tech

Our overarching healthcare goals align with United Nations' SDGs 2, 3, 8, 10 and 17, i.e., ensure inclusive and equitable quality healthcare through onsite and tele-consultations to reduce the widening socio-economic gap and digital divide.

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
2 ZERO HUNGER	2.2 End all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under five years of age and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons	• Total number of children below five years of age provided with medical care	• 154	• 4,100+
		• Total number of children that were provided medical care	• 4,261	• 16,574
		• Total number of older people treated through STL's healthcare programme	• 5,840	• 30,000+
		• Total number of beneficiaries provided nutrition	• 610+ beneficiaries in which 192 adolescent girls were covered	• 25,700+ beneficiaries in which 6,000+ adolescent girls were covered
		• Total number of women treated through STL's healthcare programme	• 10,783 women were treated	• 95,078 in which 240 pregnant and lactating women were covered
3 GOOD HEALTH AND WELL-BEING	3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	• Total number of beneficiaries treated for tropical disease	• 299	• 2,827
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and safe, effective, quality and affordable essential medicines and vaccines for all	• Total number of people covered through awareness drives	• 14,598	• 1,30,000+
		• Number of COVID-19 vaccinations facilitated	-	• 20,288
		• Total number of beneficiaries provided with free medicines	• 26,659	• 1,69,687
8 DECENT WORK AND ECONOMIC GROWTH	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector	• Villages covered ensuring access to professional medical help and avoidance of wage-loss	• 200	• 1,200+ villages covered across Gadchiroli, Nandurbar, Aurangabad, Silvassa and Pune
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status	• Number of beneficiaries who were able to access quality healthcare	• 26,000+	• 1,13,000+

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	• Partnerships	• Sevamob	• Partnerships with Sevamob, USAID, Impact4-Nutrition

Achievements to date

Over
1.5 million
lives benefitted till date

2,90,000+
Women and children were treated through STL's healthcare programmes

36,000+
beneficiaries impacted through our nutrition initiatives

1,35,000+
villagers covered through awareness drives on hygiene, prevention of seasonal outbreaks and health camps

Leveraging partnerships for the goals

SEVAMOB   **USAID** FROM THE AMERICAN PEOPLE   **4 IMPAct for Nutrition**

www.stl.tech

Ensuring healthier rural communities

In regions like Gadchiroli, the majority of tribals and migrants are labourers who earn daily wages. This means a day off results in a loss of wages and the means to sustain their families.

A road accident that 46 year old Sanjay Mukundrao Madavi, a farmer, came across, not only injured his leg, but also his psychological well-being. The injury to his foot worsened after the accident and made walking difficult. This meant he had to stay away from work.

On a visit to the STL-Sevamob medical unit, the doctor uncovered several underlying reasons which were preventing healing. He not only had a fracture in his foot, but also had diabetes and hypertension which he was not aware of, and which were exacerbating his condition.

Apart from referring him to a local hospital for an x-ray of his foot, the visiting doctor provided Sanjay with the necessary medication for treating his diabetes and blood pressure. Counselling was also provided to ensure he was able to cope with his situation.

Back to work now, Sanjay says, "Had it not been for the timely diagnosis, I would have lost by foot. I thought it was a simple injury, but it turned out to be a fracture. All the medication and help the programme provided helped me manage the stress and recover quickly. I now know to not wait until things get worse. I can call the team up whenever I need any medical advice on a toll-free number."

Sanjay Mukundrao Madavi, Ranmul village (Gadchiroli)

Environmental restoration and protection

Climate change represents a significant risk to our society, as well as our business. Severe storms, flooding, accelerated melting of glaciers and frequent droughts threaten business continuity, human safety and development.

We are mindful of how such weather irregularities impact the environment and the communities we operate in. Therefore, in line with our ethos to preserve the planet, we have designed holistic environment conservation programmes to bring about sustainable transformation through behavioural change, community involvement and partnerships.

Holistic water programme

Water is a basic human necessity. According to the World Economic Forum (WEF) water crisis is one of the top risks that plague the world today. Our planet's water, soil and carbon storage are intrinsically linked and critical for the sustainability of our food systems. When we help replenish and restore natural resources, we contribute positively to nature and biodiversity in our soils, oceans and forests. We impact the future of youth, farmers and rural communities and promote respect for human rights, livelihoods and animal welfare. This has enabled us to implement sustainable growth strategies for

Intending to return water to the ecosystem, STL has taken a goal to replenish

5 million m^3

in communities by 2025

communities while preserving natural resources.

With climate change becoming a critical issue to be addressed, we took up the challenge to build water-resilient villages in drought-prone Aurangabad. The programme ensures that villages in the region have enough water reserves to meet their agricultural and household needs even during summers. To build sustainability, the programme collaborates with the Government of Maharashtra through the Village Social Transformation Foundation (VSTF). This is done by prioritising women's participation in the programme, community involvement, and alignment with various administrative schemes. We have taken a holistic approach to water stewardship which focuses on:

- Water security for agriculture, afforestation, drinking and sanitation.

- Ensuring higher yield per hectare for farmers and hence higher productivity and higher income per household through sustainable agricultural practices
- Capacity building of local institutions, water conservation and rainwater harvesting
- Restore water by reusing, replenishing, recycling, and reducing usage

The programme also focuses on promoting gender equality through women-led self-help groups (SHGs) and micro-financing, thus creating livelihood opportunities for them. Jaldoots who are youth from the same villages, not only support farmers in transitioning and accessing more sustainable agricultural techniques, but also impart knowledge about the importance of using water judiciously.

Along with the World Bank, Water Resources Group 2030, we hope to scale knowledge on using water adequately while also learning and replicating best-practices across villages in the region.

Through 85 water storage and harvesting structures built and local water bodies redeveloped, we have replenished over 1.4 million m³ of water in eight villages in FY22. This has ensured water levels in wells increase by around 40-50 feet. Convergence funding from several administrative departments helped us facilitate over 5,000 households with drinking water tap connections as well as bring over 79 hectares of land under sustainable agricultural practices such as drip and micro-irrigation.

Mission green
Under the United Nations Convention to Combat Desertification (UNCCD) goals, India is committed to restoring 5 million hectares of degraded and deforested land between 2021 and 2030. Alongside, India also needs to expand forest and tree cover to provide an additional carbon sink of 2.5 to 3 billion tonnes of carbon-dioxide equivalent; to raise forest cover from 25% to 33%; and to restore 26 million hectares of land by 2030. The Government of India is encouraging action on the ground through the Green India Mission and the National Afforestation Programme.

To ensure that we are not compromising the environment and to protect, restore and enhance India's green cover, we have set a goal of
5 million plantations by 2025

Such plantation drives are critical in increasing green cover and restoring ecological balance. With our ongoing mission of creating a greener future for all and intensifying the green quotient of our country, we have planted saplings across Aurangabad and Vetale (Maharashtra). Under our Mission Green initiative, regular plantation drives were arranged across villages where 1,85,000+ plantations have been done till date.

In FY21, we undertook over 9,500 plantations along the Sahyadri hills in Vetale to reforest land that has, over the years, become barren due to overgrazing and burning grasslands. We have further expanded Mission Green to Aurangabad to enhance the green cover of the region in FY21 and FY22. 1,69,000+ saplings were planted in FY22, covering 6 acres of land across Aurangabad. In addition, our bio-diversity efforts have helped restore flora and fauna in these areas.

Lives impacted

FY21	›	**50,000+**
FY22	›	**1,00,000+**

www.stl.tech

Our overarching goals on the environment are aligned with United Nations' SDGs 1,2,5,6,8,9,10,11,12,13,15 and 17. Through these programmes we aim to transform and build resilient communities that reinforce our efforts on climate change, while also ensuring that they progress along with us.

| Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
1 NO POVERTY	1.5 Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	• Villages covered	• 12	• 12
2 ZERO HUNGER	2.4 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, help maintain ecosystems, strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and progressively improve land and soil quality	• Area of land reforested, afforested and covered under sustainable agricultural practices	• 40 acres of land reforested in Vetale • Nil	• 6 acreas of land afforested in Aurangabad • 79 hectares of land brought under drip and micro-irrigation
5 GENDER EQUALITY	5.1 End of all forms of discrimination against all women and girls everywhere	• Number of women mobilized for community involvement	• 127	• 127
6 CLEAN WATER AND SANITATION	6.1 Achieve universal and equitable access to safe and affordable drinking water for all	• Number of Water conservation, harvesting and groundwater replenishment structures built and redeveloped	• 11	• 85
	6.4 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	• Number of community trainings and awareness sessions done	• Nil	• 2,626 individuals
	6.6 Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	• Amount of water replenished	• 9,000 m^3 conserved used for sustaining plantations in Vetale	• +1.4 Mn m^3 replenished, which improved water levels in wells by 40-30 feet
	6.B Support and strengthen the participation of local communities in improving water and sanitation management	• Number of community members who actively participate in the programme	• Nil	• 270
8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment, decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value	• Livelihood opportunities created	• 100+	• 108

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	• Facilitation of transitioning to sustainable agricultural practices through government convergence schemes. Number of farmers helped and amount of funds mobilized	• Nil	• 172 farmers benefited and INR 1.3 million in subsidies provided
10 REDUCED INEQUALITIES	10.1 Progressively achieve and sustain income growth of the bottom 40% of the population at a rate higher than the national average	• Sustained earning opportunities created	• INR 375 per day and INR 6,589 on an average per month	
	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	• Number of lives benefited by environment programmes	• 50,000+ lives benefitted	• 1,00,000+ lives benefitted
11 SUSTAINABLE CITIES AND COMMUNITIES	11.7 Provide universal access to safe, inclusive and accessible green and public spaces, particularly for women and children, older persons and persons with disabilities	• Area of land covered through plantations	• 40 acres of land reforested in Vetale	• 6 acres of land afforested and +20,000 plantations maintained across Vetale and Aurangabad
		• Number of plantations done	• 19,730+	• 1,69,000+
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2 Achieve the sustainable management and efficient use of natural resources	• Reuse of waste generated innovatively to reduce costs, and use of new resources	• 250+ MT of plant waste converted to 100+ MT of compost used as fertiliser resulting in savings of over ₹ 5,00,000	• 2,700+ MT of biowaste converted to 540 MT of compost used as fertiliser resulting in savings of over ₹ 5,00,000
13 CLIMATE ACTION	13.1 Strengthen resilience and adaptive capacity to all countries' climate-related hazards and natural disasters	• Preventing water scarcity and droughts	• 9,000 m^3 conserved used for sustaining plantations in Vetale	• 1.4+ Mn m^3 replenished which was improved water levels in wells by 30-40 feet
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	• Number of training sessions held on environment management	• Environment management training sessions were held for 84 youth and women	62 community members trained across six trainings

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
15 LIFE ON LAND	15.2 Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	• Designing sustainable and scalable programmes to drive resilience	• 9,730 plantations done in Vetale to reforest 40 acres of barren land into lush green forests. Self-sustained water system through ponds built and reuse of biowaste for compost	• Building necessary water conservation structures to support plantations done at Aurangabad (eg. 50,000 trees at the Kham river bank in Auranagabad), management of fruit bearing trees by user groups, conversion of areas used as garbage dumps to dense forests
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species	• Number of flora and fauna being monitored under biodiversity restoration activities and studies	• Restoring biodiversity of 40 acres of barren land on the Sayadri hills and monitoring 208 flora and 143 fauna species under biodiversity restoration activities and studies	• 137 species of flora and 68 fauna species being monitored under biodiversity restoration activities and studies
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	• Partnerships	• VSTF, WRG2030, Ecological Society, 14 Trees Foundation, Govt. of Maharashtra	

Achievements to date

Over
1,85,000
tree plantations

79
hectares of land brought
under micro-irrigation

Leveraging partnerships for the goals
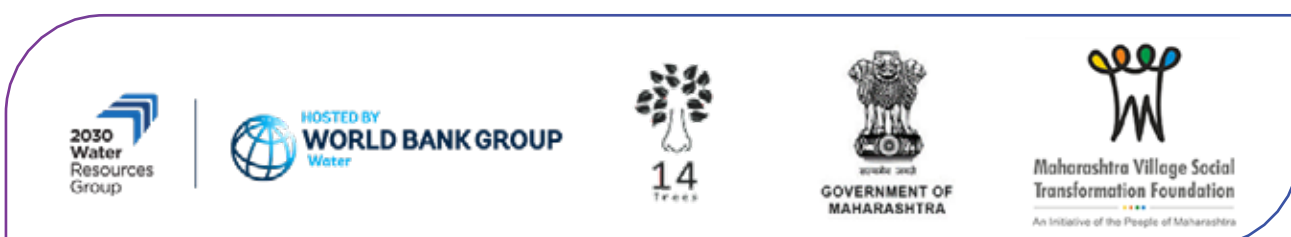
Improving the green cover in water-stressed regions

The Kham river in Aurangabad is a seasonal river, but leakage of untreated sewage and other such issues has led to severe pollution of not only the water, but also surrounding soil. The local authorities have been working to rejuvenate the river and STL joined their efforts by pooling together resources to make a real change.

Land near the river including a large portion which was used as a garbage dumping site, was cleared along with the help of the Aurangabad Municipal Corporation (AMC) and Cantonment Board, and leveled. 19,500 saplings planted to transform this dumping site to a dense forest, out of the total 50,000 plantations undertaken at the Kham river. The entire area is fitted with drip irrigation to ensure appropriate use of water. Further, with the help of the Social Forestry Department, a pond and well were built for water conservation and utilisation to maintain the plantations.

Today, the banks of the Kham river are a transformed site, with plantations having grown up to 10 feet with 0% support from purchased water.

Aurangabad District, Maharashtra, India

Women empowerment: Reframing the narrative in rural communities

We at STL believe women empowerment is fundamental in driving India's socio-economic growth. Since 2008, we have focused on holistically supporting women in rural areas by enabling them to lead the change they would like to see in their communities.

The Jeewan Jyoti women empowerment programme

Starting with 95 students from 20 villages, the Jeewan Jyoti women empowerment programme has grown into a compelling platform for women to achieve their aspirations. Our flagship programme was initiated in 2014 at Ambavane, Velhe (Pune, Maharashtra), to equip rural women with vocational skills in computers, tailoring, fashion designing, nursing and beauty culture that would help boost financial independence. Over the years, the programme design has evolved to focus on building entrepreneurship, management skills and facilitating micro-financing linkages. Women led self-help groups also assist the community in driving progress and development of villages. This has generated better career prospects and allowed these women, who were once shrouded in patriarchal societies, to lead economic growth in their villages.

We have also extended this initiative to the urban youth of Aurangabad along with Lighthouse Communities Foundation and AMC. Here, individuals are trained in interpersonal and industry-relevant skills. On successful completion of the course, they are also placed.

All these efforts have given rise to a new generation of rural women and urban youth from low-income families, who can dream bigger. These women are no longer just homemakers, but have now become role models for younger girls. In all these years, STL has seen a significant increase in the number of women entrepreneurs and those employed.

When women and girls are empowered, societies, overall benefit. With access to the internet and skills to use digital technologies, they gain opportunities to start new businesses; sell products in new markets and find better-paid jobs; pursue education and obtain health and financial services; exchange information; participate more fully in public life. During the pandemic digital technologies helped us ensure our efforts to promote gender equality continued. However, at the same time, it is necessary to guide and support these rural and marginalised communities; especially women here, with an all-inclusive ecosystem rather than piecemeal endeavours. The Jeewan Jyoti programme ensures this through personality development, awareness on healthcare, support on entrepreneurship and mentoring by our Company's employees, in addition to support facilities such as transportation and a day-care for students children.

www.stl.tech
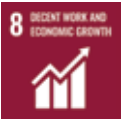
The need for empowering women is an attribution to the sustained efforts by long-term government missions like Sarva Shiksha Abhiyan and the Beti Bachao, Beti Padao initiatives. The alignment with these government initiatives helps to bring in convergence to the programme enabling us to provide all-round assistance to these women. In addition to contributing to UN SDG 8 primarily, this programme aligns with UN's Women Empowerment Principles 6, i.e., promoting women's education, training and professional development.

Lives impacted

| FY21 | 🔵 | **7,500+** |
| FY22 | 🔵 | **5,000+** |

www.stl.tech

Our overarching goal for women empowerment is aligned with United Nations' SDGs 1,3,4,5,8,10, and 17 to end all forms of discrimination against all women and girls everywhere

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
1 NO POVERTY	1.1 Eradicate extreme poverty for all people everywhere, currently measured as people living on less than $ 1.25 a day	• Percentage of working women / entrepreneurs	• 19% of beneficiaries now earn a livelihood through jobs, small enterprises, self-help groups, and their own businesses	• 38% of beneficiaries now earn a livelihood through jobs, small enterprises, self-help groups, and their own businesses
	1.4 Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	• Microfinancing facilitated	• ₹ 2.6+ million	• ₹ 12+ million
3 GOOD HEALTH AND WELL-BEING	3.4 Reduce by one third premature mortality from non- communicable diseases through prevention and treatment and promote mental health and well-being	• Number of students screened for anaemia	• 780 students had been screened out of which 186 students had been found anaemic till date	
4 QUALITY EDUCATION	4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	• Number of beneficiaries benefitted through the programme	• 1,561 women	• 818 women 186 men
	4.4 Substantially increase the number of youth and adults with relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	• Number of beneficiaries who have been offered jobs in various industrial sectors through the Lighthouse programme	• Nil	• 110
5 GENDER EQUALITY	5.1 End all forms of discrimination against all women and girls everywhere	• Number of SHGs formed	• 50	• 16
	5.5 Ensure women›s full and effective participation and equal opportunities for leadership at all decision-making levels in political, economic and public life	• Number of villagers benefitted through STL's women empowerment programme	• 7,500+	• 4,000+
	5.B Enhance the use of enabling technology, mainly information, and communications technology, to promote women empowerment	• Number of women benefitted from the vocational programme	• 1,085	• 198
8 DECENT WORK AND ECONOMIC GROWTH	8.6 Substantially reduce the proportion of youth not in employment, education, or training	• Number of students having well-paid jobs in administration, hospitals, teaching and private firms	• 198	• 18
		• Number of entrepreneurs	• 457	• 46

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status	• Number of beneficiaries who were digitally empowered	• 35	• 66
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	• Partnerships		• Partnership with Lighthouse Foundation, RangSutra, Mahila Arthik Vikas Mahamandal, MasterG and Daughters, DeAsra, Institute of Livelihood Research and Training, sub-suppliers to IKEA

Achievements to date

20,000+
lives benefitted

Covering students from **100+** villages

116
SHGs formed

₹ **19+**million
micro-financing linkages facilitated

Leveraging partnerships for the goals

To fulfil our SDG goals more efficiently and effectively, we have partnered with various organisations to reach out to women across age groups, encourage entrepreneurship and empower women to lead change for their communities.

STL, in association with Lighthouse Communities Foundation, DeAsra, MasterG and Rangsutra, we have empowered rural women and urban youth from marginalised communities, by imparting life skills, employment and entrepreneurship opportunities that transform their lives. Rangsutra provides the Jeewan Jyoti artisans with advanced handicrafts training and market connects. The programme has also been approved as a sub-supplier to IKEA.

Making dreams a reality for women in rural communities

As toddlers, Suvarna and her sister lost both their parents. Her grandparents took them in thereafter, but could not support their education as they were unable to afford it.

Then at 17 years, she was married to a man 12 years older than her, even though she wanted to study and go to college. Destiny took a turn a few years after her marriage. The only earning member of their family, her husband met with an accident making him bedridden. Despite the family now facing extremely difficult times, she was not allowed to help solely due to traditional beliefs that did not allow women to work. Only after their family's situation began worsening even further was she able to convince her in-laws to allow her to learn and earn.

A quick study, Suvarna took dual admission to the tailoring and beauty culture courses at the Jeewan Jyoti programme. After passing both courses with flying colours, she started a small tailoring and beauty business at home. They not only take stitching orders, but also have regular clients for beauty services. But Suvarna had aspirations to do much more. So together with her business, she teaches at the programmes vocational training institute and production unit and her designs have become the best earning patterns.

She smiles and recalls, "Apart from the vocational trainings, the continuous support and guidance from the faculty helped me recover from the mental trauma and depression that had been setting in all these years. I was given opportunities, and saw ways I could turn my fortune around while creating hope for others in similar situations. Today, I'm a trainer and earn a regular income of INR 30,000-35,000 (~USD 375-438) per month with which I can support my family."

Suvarna Chorghe, Vinzar village (Pune, Maharashtra, India)

Employee volunteering

We believe that employees are an integral part of executing our CSR activities. Through our awareness sessions on ESG issues and employee volunteering programmes, we ensure that they play an important part in the sustainable development of our planet as well as giving back to communities. Our induction programme for new engineering trainees includes customised volunteering activities ensuring large scale impact. During the pandemic, virtual volunteering ensured these efforts were not stalled.

Our employees volunteer to create resources such as audio-books for the visually impaired as well as rewriting fairy tales in an easy-to-understand language fostering gender equality.

Our partnership with Goodera provides employees across the globe with anytime, anywhere access to virtual volunteering opportunities.

Spreading hope

Our employees celebrated DAAN Utsav over October to December in FY22 focusing on creating hope for those affected the worst by the pandemic; women, children, and the elderly. We took a goal to benefit 2021 lives and exceeded the same by spreading joy to over 2,100 individuals across age groups.

Lives impacted (Volunteering hours)

FY21 ❯ **600+**

FY22 ❯ **1,600+**

Lives impacted (Employee volunteers)

FY21 ❯ **300+**

FY22 ❯ **1,100+**

Leveraging partnerships for the goals

www.stl.tech

Our overarching goal on employee volunteering is aligned with United Nation's SDGs 3, 4, 5, 8, 10, 13 and 17 that ensures vital help to people in need, worthwhile causes, and the community

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
3 GOOD HEALTH AND WELL-BEING	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines, and vaccines for all	• Lives benefitted	• 2,269	• 6,231
		• Employee volunteers	• 381	• 1,174
4 QUALITY EDUCATION	4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	• Hours volunteered	• 606 hours	• 1,647 hours
		• Lives benefiting through Blood donation	• 6,335	• 1,386
5 GENDER EQUALITY	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	• Lives benefitted through the Daan Utsav campaign	• 373	• 2,113
8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value			
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status			
13 CLIMATE ACTION	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning of enabling technology, in particular information and communications technology	• Number of hours volunteered on awareness sessions (on 3Rs, environment, SDGs, sustainable living, and waste management)	• 44 hours	• 66 hours
17 PARTNERSHIPS FOR THE GOALS	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	• Partnerships	• Goodera and Give India	• Goodera and India Red Cross Society

Building a great place to work

Associated SDG's

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

UNWEP

Principle 1: Establish high-level corporate leadership for gender equality
Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination
Principle 3: Ensure the health, safety and well-being of all women and men workers
Principle 4: Promote education, training and professional development for women
Principle 7: Measure and publicly report on progress to achieve gender equality

UNEP

Universality

Human rights and equity

UNGC

Human rights and fair labour practices: **Principle 1,2,3,4,5,6**

GRI

General disclosures **2021 : 2- 7, 8, 19, 23,**

Employment 2016: **401–1**

Occupational health and safety 2018: **403– 1, 2, 3, 4, 5, 9**

Training and education 2016: **404–1, 2**

Diversity and equal opportunity 2016: **405-1**

Non-discrimination 2016: **406-1**

Child labour 2016: **408-1**

Forced or compulsory labour 2016: **409-1**

IFC

Performance standard-2: Labour and working conditions performance Standard-4: Community health, safety, and security

People management is not only about managing people in the workplace, but also ensuring that they have everything they need to get their jobs done. However, ensuring a great place to work is much more than that. Great people management can mean - ensuring employees receive the compensation they deserve while providing them with continuous learning opportunities; providing wellness resources to ensure employees feel secure and happy at work, and fostering a safe work environment. Effective people management can boost productivity, keep employees motivated, and promote an innovative culture that can propel a company to the top of its industry.

We strive to be an employer of choice, supporting talent attraction, engagement, and well-being through meaningful work and competitive benefits.

Awards and accolades in FY22

Sustainable Development Foundation
A UNIT OF EK KAAM DESH KE NAAM

GOLDEN FEATHER AWARDS

THE ECONOMIC TIMES BEST ORGANISATIONS FOR WOMEN 2022 Powered by FEMINA

Great Place To Work. Certified 2022 INDIA

Awarded as- **'Great Workplace', 'Best Organisations for Women', 'Gold Occupational Health Safety and Security'** and **Quality Excellence Award** for FY22

FY22 highlights

Female employees constitute **16.7%** of our workforce

59.3% increase in recruitment of women employees
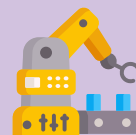
Manufacturing facilities certified with **ISO 45001** (safety management)

Plants in Silvassa and Dadra and Nagar Haveli received **SA8000:2014** certification

Recorded **zero cases** of child labour and forced labour

100% of employees covered under Provident Fund (PF), Gratuity, Employees' State Insurance (ESI)
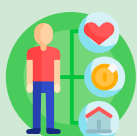
STLCare for employee well-being

45.7% increase in environment, health and safety (EHS) training hours in FY22 as compared to FY21

28,899 hours of employee training

Management approach

At STL, our employees are our most valuable asset. We, therefore, strive to build a culture and working environment that ensures a happy and satisfied employee base where innovation, freedom of expression, opportunity to grow, learn, and thrive co-exist. At the same time, we ensure that we are responsible and provide best-in-class safety and health assistance to ensure everyone's well-being.

To enhance our competitive position and to make ourselves future proof, we also focus on competency development of employees. In this era of continuous learning and skill enhancement, we provide ample opportunities for our employees to hone their skills and knowledge through our talent development initiatives. Therefore, for us, improving employee performance and efficiency are high priorities. The above-mentioned initiatives and a culture where engagement is encouraged have helped us keep STLers (our employees) motivated and engaged.

Risk assessment

The telecom and digital networking industry has been growing, leading to the creation of several job opportunities. Due to such fast-paced growth in the sector, we have witnessed a supply-demand mismatch for labour. There is a shortage of skilled and trained workers to fulfil the growing demand. The cause of concern does not end at a supply-demand mismatch, but also to maintain the balance within the organisation by managing and retaining talent. This is followed by the need for strong health and safety practices.

At STL, we understand this problem and keep employees at the core of everything we do. Our focus is primarily on creating a positive, supportive and innovative workplace that allows employees to thrive. Our success in the telecom and digital networking industry is incumbent on attracting and retaining the finest talent across the globe. Our operations emphasise improving employee well-being, strong ethics, transparency, and upholding an environmentally friendly work culture.

Living our core values

Through all these efforts we aim to make STL an aspirational workplace, and thus, our Human Resources (HR) strategy revolves around the following pillars

Credibility and respect
Our primary goal is to maximise the 'flow' (borrowed from the Japanese concept of 'ikigai') in an employees daily work life by creating an environment where each person performing his/her job is fully immersed in a feeling of energised focus, full involvement, and enjoyment in the process of the activity.

Listening, interacting and growing
We are completely committed to the belief of involving and engaging employees in business processes, including decision making, to drive an inclusive culture supporting business growth at 10X rate. We seek feedback from employees on our policies and arrive at an action plan. Based on the feedback, we launch meaningful people initiatives and policy changes.
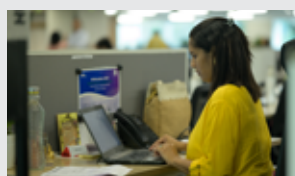
Psychologically safe workplace
As an organisation high on trust, we continuously work towards fostering an environment where mistakes are opportunities to learn, not otherwise. Promoting employee well-being by supporting them in achieving work-life balance and providing them with the necessary facilities, especially those with special needs, is our motto.

Care and fairness
Our goal is to provide and maintain complete transparency and fairness at all phases of recruitment and employment, while forbidding all forms of discrimination.

These pillars are fundamental to our work culture. These, coupled with the soul of our organisation; our values, are how we will deliver on our purpose. Our four core values that drive the way we work, form policies, and make business decisions are :

Promises delivered
a. Accelerate exponential outcomes
b. Say 'no' where necessary
c. Audacious goal setting by self
d. Thinking in an unconstrained manner
e. Ability to deal with uncertainty

Respect and empathise
a. Challenge the status quo
b. Ask the right questions and get to the 'why'
c. Lend an independent point of view
d. Naysayers are equally important
e. Push for new ways of doing things

Keep it simple

a. Solve complex situations
b. Break complex problems into smaller problems
c. Ask for help
d. Ability to give shape to ambiguity
e. Design thinking - scalability not an after-thought
f. Process mindset to fix the root cause

Hunger to learn

a. Continuously upgrade
b. Lateral thinking
c. Take a leap of faith/to fail fast and learn
d. Continuously question the status quo
e. Have a strong view
f. Continuously upgrade domain expertise

Fostering a diverse, equal and inclusive workplace

A diverse, equitable and inclusive workplace is one that makes everyone, regardless of who they are or what they do for the business, feel equally involved and supported.

Management approach

At STL, diversity represents the varied skills, attitudes, perspectives, abilities, and qualities of our employees and business partners. This makes us unique and contributes to creativity, innovation and business success. We believe that bringing together people irrespective of age, gender, culture, race, religion, caste, unique ability, sexual orientation, educational backgrounds, values, beliefs, and experiences will contribute to our Company's success.

With a presence in 100 countries, we are a truly diverse organisation. We have a good mix of genders, ethnicities, domain specialisations, and generations. We are constantly scanning our processes, policies, and practices towards making them more inclusive and employee-friendly, thereby encouraging a better work-life balance. Our policies are gender neutral and equal. We offer maternity and paternity leave, coaching, mentoring and customised staffing models for offices, manufacturing and project locations to cater to diverse employee needs.

As we grew across geographies, changed operating models, acquired new companies, and worked in hybrid mode; it became even more pertinent for us to keep track of the demographics of our employees. Using technology, we have been able to bridge this gap and have made data more accessible for our employees. Through our Human Resources Management System (HRMS), we have been able to capture all processes and events from an employee life cycle perspective (i.e., sourcing, on-boarding, goal and performance management, employee core information and documents, learning management, career and development, compensation records and documents, off-boarding).

Risk assessment

Limited perspectives due to the lack of gender and cultural diversity in the workplace can lead to policies that unfairly put a greater burden on employees. Lack of gender, age and cultural diversity in the workplace also reflects in poor policies and strategies, thus leading to weaker business systems. On the other hand, a lack of inclusivity might unintentionally create hostility and increase attrition. Making employees feel included and valued is thus a key aspect of a positive work environment.

Our philosophy

While diversity is our strength, equality and inclusivity are what our Company's culture boasts of. We have aligned our philosophy with UN Women Empowerment Principles to treat all women and men fairly at work.

Rather than a mandate, we consider diversity, equality and inclusion (DEI) an opportunity to on-board talent without boundaries and limitations: across geographies, domains, age and gender. When we introduced women-led operations in our plants, an area traditionally thought of as only suitable for male employees, our operational efficiency increased to 95%. Again, women trainers at our Optical Interconnect facility trained 10X technicians in just 1.5 years.

We have undertaken the following initiatives to promote a more diverse and inclusive workplace:

- Our Company commonly sees women in traditionally male-dominated functions, e.g., civil engineering, public relations, key account management, and predictive analytics. An all-women team runs the entire colouring section in our cable factory across three facilities.

- We run a special initiative to bring back women who have taken a sabbatical. On International Women's Day this year, we launched the #EachForEqual campaign. This campaign is something that goes beyond gender and applies equally to men and women. It aims to extend career opportunities to those who have taken a sabbatical (for maternity, parental care, etc.) and want to return to active professional lives. Below are some examples of programmes run to improve the representation, development, and experience of women employees.

  – Our 'Take 2' programme goes beyond gender and aims to extend opportunities to those who have taken a break (for maternity, parental care, etc.) and want to return. The programme includes the below pillars to ensure a seamless experience:

    » Manager sensitisation: Specialised workshops on unconscious bias for the managers
    » Technical training: Classroom/ instructor led training tied with existing needs

» Continuous improvement: Pulse check surveys after 90 days and one-on-one discussions to ensure required support is provided

- Being a technology company, we leverage digital platforms to reach out to some of the best talent across the globe. This ensures we attract the best resources and bridge the gap in the supply and demand of talent. In FY22, we participated in a virtual career fair and received approximately 730 applications, of which 650 were from women across domains. Through a formal evaluation process, we converted the selected candidates into a mix of interns and on-roll employees.

- During the pandemic, we moved our essential learning modules and policies to an online platform. Doing so has helped us bridge the gap in the lack of training and policy awareness available to our employees. The updated version of the POSH (Prevention of Sexual Harassment) module included scenarios on work-from-home, virtual harassment/social media, the role of managers, and understanding consent.

- Among all other efforts, we conducted self-defence training for women at our plant locations. This helped them feel more confident in dealing with any problematic situation at any given time in case they do not have immediate help. Apart from practical self-defence techniques, they were also trained to use everyday objects called weapons of opportunity, to practice self-defence in case the need arises.

- This Women's Day, in our effort to promote self-confidence and self-worth, we organised a session on gender intelligence by Padmashri awardee Dr. Niru Kumar and Mr. Howard Ross, where 480 employees participated in the discussion. The theme was to understand, embrace and celebrate who we are. Topics like gender intelligence versus gender sensitisation, brain science, celebrating and leveraging gender differences, concept of internalisation, relevance of allyship, deep dive into biases, building and leveraging allyship were some of the areas touched upon.

Overall, at STL, we value diversity in thinking, innovative methods of working, fair opportunities, and creativity in problem-solving. We are, therefore, continuously looking to raise the bar by empowering women employees and forming diverse teams. In our experience, we have seen such diverse teams exhibiting better operational performance and increased innovation.

To better understand the composition of our workforce and drive further DEI efforts, we rigorously track related indicators across various levels and geographies. Our workforce break-up is represented in the tables and graphs below. Please note that following data is for employee count for on-roll employees and, does not include employees from Brazil

For FY22

Average headcount ⟩ **3,286**

Employee headcount ⟩ **3,388**

Contractual employees ⟩ **3,991**

Workforce break-up as per age*	Under 30 years	50-30 years	Over 50 years	Total
FY22	1,057	2,093	237	**3,387**

* Total number of employees is 3,388, however the DOB of an employee is not captured in the system

Management level workforce break-up as per gender*	FY21		FY22	
	Male	**Female**	**Male**	**Female**
Senior management	93%	7%	91%	9%
Middle management	91%	9%	80%	20%
Junior management	83%	17%	83%	17%

Workforce break-up as per function and gender*	Male	Female
Technical	465	71
Administrative	22	16
Production	1,454	242
Any other employee	879	239
Total	**2,820**	**568**

The process of recruiting new employees is critical to the success of our firm. We aim to hire employees with diverse backgrounds to ensure a truly inclusive workplace.

New joiners gender wise

Category	Unit	FY21		FY22	
		Male	**Female**	**Male**	**Female**
India	Number	368	81	643	129
EMEA	Number	35	7	139	26
North America	Number	1	-	3	-
Italy	Number	17	4	19	5
Other countries	Number	31	4	25	15

For FY22, data on gender for two employees is not available

New women joinees

	India	EMEA	Norht America	Italy	Other countries
FY21	81	7	0	4	4
FY22	129	26	0	5	15

New male joinees

	India	EMEA	Norht America	Italy	Other countries
FY21	368	35	1	17	31
FY22	643	139	3	19	25
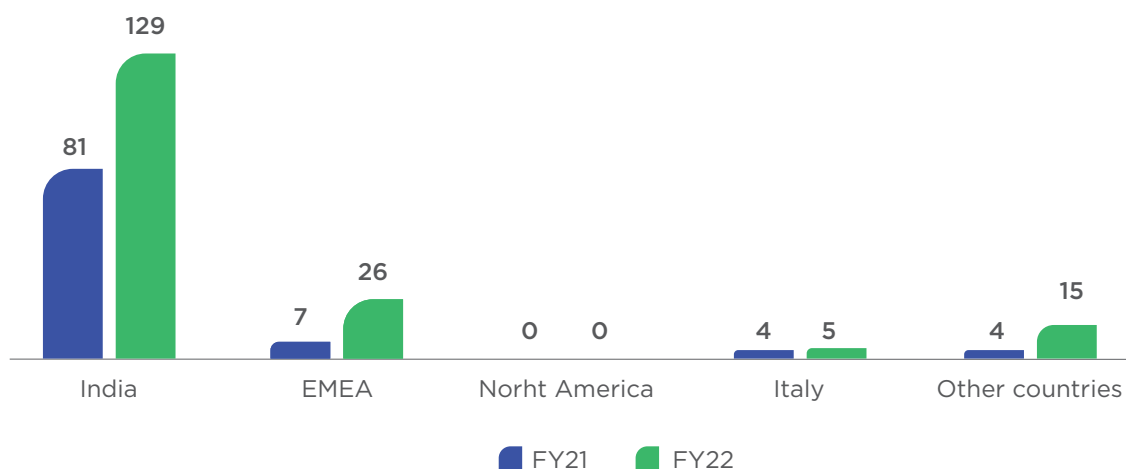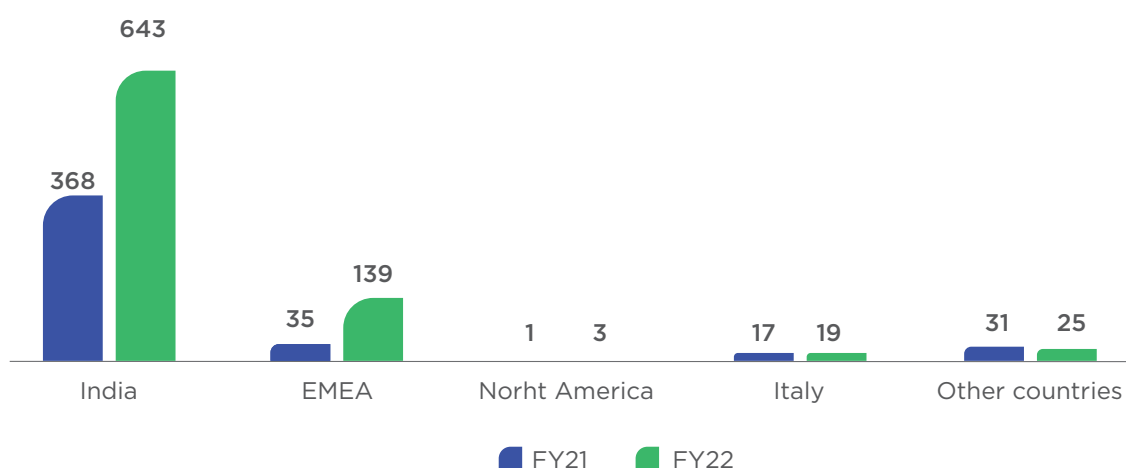
New joinees age-wise

Category	Unit	FY21			FY22		
		Under 30 years	50-30 years	Over 50 years	Under 30 years	50-30 years	Over 50 years
India	Number	172	266	11	387	371	14
EMEA	Number	4	26	12	43	87	36
North America	Number	-	-	1	-	-	3
Italy	Number	11	10	-	12	10	2
Other countries	Number	13	15	7	3	24	13

For FY22, data on age for one employee is not available

While the industry was battling with increased attrition, we moved in, and 'ring fenced' critical talent through innumerable measures using our total rewards toolkit. This strategic move was seen as a long-term investment and aligned with our value of 'promises delivered' to the business. We are now looking at closing at three per cent lower attrition than the total industry average.

Retention ratio

Gender	FY21	FY22
Male	86%	78%
Female	84%	73%
Total	**85%**	**77%**

Workforce turnover age-wise (including VRS, retirement and death)

Category	Unit	FY21			FY22		
		Under 30 years	50-30 years	Over 50 years	Under 30 years	50-30 years	Over 50 years
India	Number	171	212	13	266	385	10
EMEA	Number	1	7	8	6	19	9
North America	Number	-	2	-	-	-	1
Italy	Number	-	1	10	6	2	7
Other countries	Number	14	24	3	11	31	3

Workforce turnover gender-wise (including VRS, retirement and death)

Category	Unit	FY21		FY22	
		Male	Female	Male	Female
India	Number	327	69	529	132
EMEA	Number	15	1	29	5
North America	Number	2	-	1	-
Italy	Number	7	4	12	3
Other countries	Number	37	4	38	7

For FY22, data on gender for one employee is not available

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
5 GENDER EQUALITY	5.1: End discrimination against women and girls	• End discrimination	• Female employees constitute 16 % of our workforce	• Female employees constitute 16.7 % of our workforce
	5.5: Ensure full participation in leadership and decision-making	• Increased women participation of women in leadership roles	• Senior management constitutes of 7% women	• Senior management constitutes of 9% women
	5.B: Promote empowerment of women through technology	• Empower women using technology	-	• Leveraged digital platforms to reach out to best talents across the globe • Received 700+ applications, of which 650 were from women across domains for our virtual career fair
	5.C: Adopt and strengthen policies and enforceable legislation for gender equality	• Create a diverse and inclusive workplace through policies	• Ensured adherence to our code of conduct to ensure no discrimination takes place	
10 REDUCED INEQUALITIES	10.3: Ensure equal opportunities and end discrimination	• Employee more women in senior management and various other roles	• All-women employee teams employed	• Increased recruitment of women employees by 59.2%
		• Increased learnings and development	• 4,588 female training hours	• 3,728 female training hours

Career acceleration through learning and development

As new markets appear, so will new technology, both of which will have a significant influence on the skills of an employee. Thus, knowledge is becoming obsolete considerably faster than it did a few years ago. Recognizing the need for learning new skills assists a business in evolving and innovating for the future. Lifelong learning is therefore central to an employees personal and professional growth as well as our Company's sustainability.

Management approach

We believe in fostering a positive work environment at STL that allows all employees to grow and flourish in the long run. The pandemic made us relook at how we build a positive work environment. Challenges did arise as we transitioned to online and hybrid working. However, by leveraging online platforms and e-learning modules, we were able to bridge these gaps and keep our training modules running. In fact, the significant shift in business practices from offline to online has created several opportunities. This is not limited to how we conduct employee training. It also extends to promoting an inclusive culture in which employees from diverse backgrounds are treated fairly and given equal opportunities for professional growth. In addition to these training modules, we also support our employees in their personal development through on-the-job training and a series of leadership development opportunities.

We believe in creating a culture of continuous learning. This allows our employees to evolve their skill sets and helps them progress in their careers. 'Hunger to learn' is thus our core value at STL. Every employee is empowered to choose their learning path. As a result, our training needs identification has become a meaningful exercise that is tailored to contextually relevant needs. This has resulted in a robust global learning catalogue, which has been implemented as a part of the learning and development (L&D) framework to cater to individual learning needs over the next two years. These learning principles align with the UN Women Empowerment Principles to promote education, training, and professional development.

Risk assessment

High-quality training programmes yield astounding benefits such as increased productivity, lower turnover, fewer safety incidents, and increased work satisfaction. A company that is a leader in its sector might fall in the rankings owing to a lack of strong training programmes. A business may miss out on critical industry innovations by failing to educate employees on industry trends, rules, and breakthroughs. Furthermore, failing to train employees on new policies, regulations, requirements, and practices as they arise, might lead to legal concerns, which in turn raise operating expenses.

Learning architecture

Learning architecture is the heart of our learning experience. The programme focuses on identifying skill gaps in relation to the organisation's strategy and fast-paced industry changes, thus fostering employee retention. It is developed in response to training needs that are linked to our competency framework.

The learning and development strategy is a strong architecture that supports a wide range of talent development services. The learning architecture is a massive effort to streamline each of our employees global leadership, professional competency, and technical capability-based growth journey. The framework offers solutions to support a three-tier strategy for each of our competencies, which in turn supports key, growth, and future skills on the competencies identified for development.

Leadership competencies
- Unconstrained thinking agility
- Consistent high-performance
- Leadership and self awareness

Professional competencies
- Business communication
- Stakeholder management
- Problem solving
- Change management
- Programme management

Leadership training

We believe it is essential for our leaders to be seen as role models by their teams. In a globally available elearning programme for executives, we teach managers how they can contribute to creating stronger teams through motivation and facilitating a better workplace. This has translated to higher performance while simultaneously reducing instances of illness.

Specifically, we engage in leadership training to foster the development of resources who can demonstrate their skills at STL. These programmes are offered at various progression stages for young employees, regional middle managers, and corporate officers.

Career accelerator training

Our project ACT Up is STL's fast-track career acceleration programme for young talent. The key objective of this programme is to identify and build high potential talent by identifying them early in their career. Young talent makes a 'pitch' similar to what an entrepreneur would give to a funder. Only here it is made to senior leadership with ideas that could transform the organisation. The programme helps build muscles for thinking beyond the skills needed in their immediate role. The promotion of the selected young talent is announced shortly after a successful pitch. The process makes it an enriching experience for the high potential group. While they are assigned crucial projects, training programmes are also extended to empower the shortlisted pool to effectively present their ideas to leadership and develop on identified key areas of development for future career progression. In the last year, 28% of career growth was a result of 'Act Up'.

Shaping leaders of tomorrow

We value our top talent and encourage them to undergo various leadership programmes and experiences. These training programmes help them apply the skills and knowledge gained in their respective work areas. We have launched leadership programmes to further hone their skills by providing one-on-one coaching sessions, action learning projects, and psychometric tests.

- **Evolve:** In continuation to our commitment to STL's capability-building strategy, we run 'Evolve' - STL's high potential programme for young leaders. Over the past two years, 50+ young leaders have completed the rigorous six-month programme. The programme is planned in two phases: assessment and development. The programme was launched with a clear focus on building future capabilities and creating a solid foundation for learning, developing and nurturing our high potential talent. The current batch went through a series of skill-building labs, one-on-one coaching sessions and ALP (action learning projects, mentoring, and coaching through working on cross-functional live projects) directly from the senior leadership. The ALP is designed to represent Kirkpatrick's fourth level of learning, where they implement classroom teachings and techniques to solve real strategic business problems and drive impact. ALP provides an opportunity to work on challenging work projects and builds next-level capabilities and skills. The Evolve programme serves as a tool for developing leadership qualities for emerging leaders in middle management roles.

- **Accelerate:** 40 high potential leaders were identified across the organisation to undergo a journey of learning and development to take on enhanced roles in our organisation. The six-month-long learning journey included elements of coaching, mentorship from the Executive Committee (ExCo) leadership, self-paced learning through certification from Wharton, and live strategic projects critical to the organisation. The programme provides a great learning experience through doing, classroom-based learning and much more to ensure an all-round learning experience. On successful completion of the programme, these leaders form part of the succession pipeline. Accelerate enables a fast-track development journey while delivering strategic projects across domains (revenue generation, technology, operational excellence, finance, etc.). The teams deliver on business-critical areas like working capital ratios, supply

chain, and revenue pipeline for key accounts, to name a few. This programme is for senior leaders responsible for allocating employee resources and delegating responsibilities.

- **Elevate:** This programme is a high-level leadership development programme for senior leaders. They get a refresher on their leadership skills, a look into their unique leadership style, and new tools to use with their teams.

Technical training

The rapid technological advancements we are witnessing, and new working processes and methods make up-skilling imperative for all associates. We believe that a qualified workforce is a strategic success factor. We see ourselves as a learning organisation in which knowledge building is integrated into day-to-day work. The training we offer our employees helps build competencies that will be relevant in the future and strengthens an employee's ability to acquire the requisite skills faster and more flexibly.

Our approach is to work on the holistic development of all our employees. This includes their technical skills, functional capabilities, and behavioural competencies.

Various high-potential development programmes are initiated for specific groups across job levels. These include:

- **Sales Enablement and Achievement League (SEAL):** The programme was started in July 2020 and is centred on three main learning dimensions: technical, capacity building, and interpersonal. This programme, focused on key account management (KAM), aims to train STL's sales team to manage and plan beneficial partnerships between STL and its most important customers.

- **TechWise:** We not only hire the best talent, but also nurture and improve theirs as well as existing employees' skills through mandatory technical building programmes. The TechWise programme aims to enhance technical skills and is accessible to all employees.

TechWise Modules

Module 1	Module 2	Module 3	Module 4	Module 5
Telecom fundamentals	5G	Artificial intelligence and machine learning	Transport media	SDN, NFV, Cloud

• **Agility and innovation coaches:** With an intention to build an agile and innovative culture, we have been running programmes through the Innovation Centre of Expertise. We realised that accelerating this strategic initiative meant questioning the status quo. We needed 'multipliers' and therefore quickly conceptualised, designed and launched an 'Agility and Innovation Coaches' programme. We now have a cohort of 25 innovation coaches that will become change agents and accelerate the innovation journey at STL. The coaches work to solve live business challenges across various domains, e.g., inventory management, plant production and overall equipment effectiveness percentage improvement, employee experience of benefits, container optimisation and brand positioning in international markets. A great example of 'hunger to learn' while 'keeping it simple'.

Training sessions	Programmes implemented and assistance provided to upgrade employee skills			Transition assistance programmes are provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment
	Name	Type	Scope	
Programme-1	Evolve	High potential development	Aimed at employees at middle-management	Employee high potential development
Programme-2	Accelerate	High potential development	Aimed at senior managers	Employee high potential development
Programme-3	Elevate	Refresher training	Caters to the developmental needs of STL's top leadership	
Programme-4	SEAL	Sales team and Key Account Managers	Aimed at the sales team	Key account managers and large account managers programme
Programme-5	TechWise	Technical capability	All employees	Employee capability development

Hours of training per employee	Total training hours (FY21)	Total training hours (FY22)
All permanent employees	32,159	28,899
Female employees	4,588	3,728
Male employese	27,571	25,171

Performance and career development reviews of employees	FY21		FY22	
	Number of employees/ workers covered under performance and career development reviews	% of employees covered under performance and career development reviews	Number of employees/ workers covered under performance and career development reviews in respective categories	% of employees covered under performance and career development reviews
Employees				
Male	2,235	87%	2,080	74%
Female	393	78%	325	57%
Total	**2,628**	**76%**	**2,405**	**70%**

Category	Skill upgradation for FY21	Skill upgradation for FY22
Permanent employees	96%	82%
Permanent women employees	96%	68%
Casual/temporary/contractual employees	NA	100%
Employees with disabilities	100%	80%

Compensation, rewards and benefits

For us, rewards and compensation management is concerned with the execution and development of policies and strategies aimed at rewarding employees equally, fairly, and on a consistent basis in line with their performance and value to the organisation. Creating the right compensation plan leads to stronger job satisfaction.

We believe our Company's growth is intrinsically linked to the degree of motivation and dedication of its employees. As a result, we use a variety of Human Resource policies to improve the overall satisfaction levels of our workforce, ensuring they stay motivated.

Management approach

Valuing and appreciating our workforce, a key component of our culture at STL, is what guarantees long-term business success. All our operations at STL are robust, professional, and free from bias. Our compensation strategy is intended to recruit and recognise talent with the skills required to meet the business complexity and specialised nature.

We are committed to providing equal pay. Gender is not a determinant of how we reward our employees.

We believe that rewarding and recognising employees enhances employee engagement, which boosts retention and contributes to a more positive overall working environment. Thus, increment levels are determined by our employees job band eligibility, present and prior performance, and industry standards.

We have also set up a robust Human Resources Management System where employees goals, training and development journey, and performance-related data can be found all in one place. Overall, our efforts on this front aim to drive excellence.

Risk assessment

Pay equity issues can have a variety of consequences in the workplace. The first, and perhaps most evident consequence of salary disparity is employee trust and morale. Employees who believe they are being treated unfairly are unlikely to perform well. Equal pay promotes a more content workforce, which can boost productivity significantly. Pay inequity can also lead to higher employee turnover rates, and additional costs of hiring and onboarding new talent.

www.stl.tech

Along with pay equity, it is also essential for a business to acknowledge employees achievements and appreciate their contribution to business growth. The lack of a reward system can affect an employee's performance. Robust policies are also essential to ensure standard processes are followed across the organisation. The absence of these, increases the risk of non-adherence to local laws, malpractice, and unjust treatment of employees.

Our compensation programme

Our remuneration policies ensure compensation is determined based on pre-defined market-relevant metrics in combination with an employee's personal and professional abilities. There is no disparity in salary between male and female employees.

During the pandemic, companies across the industry decided to hold back their employees increments. We measured this thought against our values. Keeping with the spirit of 'respect and empathise' and 'keep it simple', we did not hold back the increments of employees at middle management levels and below. Additionally, a few months later (last year), we looked at the pay mix (fixed versus variable pay components that form part of employees cost to the company) of young professionals in lower grades. We eliminated their variable pay component by adding it to their fixed income, ensuring a higher take-home amount.

Additionally, we have launched an on-demand pay scheme through an earned wage access platform. This enables employees to access a portion of their accrued but unpaid salary any time before payday. We are also compliant with The Employees Provident Fund and Miscellaneous Provisions Act, 1952 (India) Payment of Gratuity Act, 1972 (India), and Employees State Insurance Act, 1948 (India), and Employment Protection Legislation (EU).

Benefits	FY21		FY22	
	% of employees covered	Deducted and deposited with authority	% of employees covered	Deducted and deposited with authority
Provident Fund	100%	Yes	100%	Yes
Gratuity	100%	Yes	100%	Yes
Employees State Insurance	3%	Yes	3%	Yes

Recognizing and rewarding excellence

We believe that individuals and teams who go the extra mile are the key to our success. Exceptional performance and behaviour is therefore rewarded at all levels to enhance commitment, motivation and set exemplary examples for others. We have introduced a unique reward and recognition programme for individuals and teams who make a difference by going beyond their regular duties.

The different categories of awards are listed below for reference:

1. **Spot Performance Award:** An instantaneous award given by the Manager or Head of Department for outstanding performance. The award applies to special or unique tasks beyond the ambit of routine work and beyond stated expectations, benefitting the section/department/ business. The award incentivises fresh approaches to existing processes and practices. It is provided for behaviour demonstrated by an individual as a role model in the eyes of their peers and subordinates. Model behavioural traits can include orientation to teamwork and collaboration, flexibility, empathy, commitment, and crisis management.

2. **Star Award for sustainable business results:** Star Performer of the Month (team and individual): This award applies to any initiative taken to improve the system in terms of cost reduction, quality improvement, increased productivity, increased revenue, enhanced process operations or increased customer delight. The resulting system or process should be sustainable, person-independent, safe and environment friendly, leading to 'Sustainable Business Results'. It is awarded by the Business HR Head and Business Head based on nominations and further evaluation via a nominated panel.

Star Performer of the Year (individual): This award applies to strategic high impact contributions with a substantial impact on business in terms of cost, efficiency, safety, quality, and environment. It is granted by the Business HR Head and Business Head based on Star Performer of the month nominations and further evaluation via a nominated panel.

3. **Central Quarterly Awards:** This award recognises creativity and innovation to achieve breakthrough performances. The objective is to:
    *   Promote employee creativity and innovation for organisational effectiveness and business growth/success
    *   Achieve breakthrough performance resulting in an increase in productivity and a decrease in cost
    *   Show a quantum leap in building and maintaining external relationships

It consists of a certificate signed by the Vice-Chairman and the Managing Director, accompanied by a reward. These awards are announced during quarterly town hall meetings by the Company's Managing Director.

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
10 REDUCED INEQUALITIES	10.1: Reduce income inequalities	• Create a diverse and inclusive workspace	• 100% of employees covered for Provident Fund, Gratuity, and Employees State Insurance	
	10.3: Ensure equal opportunities and end discrimination	• Ensure fair pay as per their performance	• Increment levels are determined by employees job band eligibility, present and prior performance, and industry standards	

Prioritising employee well-being and safety

At STL, workplace well-being encompasses all areas of working life, from the quality and safety of the physical environment to how our employees perceive their jobs, work atmosphere and workplace. Well-being and safety are not just perks for our employees, but provide a competitive advantage for our business.

Management approach

We understand that for our employees personal and professional growth, they must have access to the resources necessary to meet their needs. We offer a wide range of benefits to help our teams live healthier, more fulfilled, and happier lives at work and outside. We launched STLCare during the challenging second wave of COVID-19, with the goal of employee well-being at the core. The programme comprised policies and efforts that encouraged people to adopt healthy lifestyles and achieve professional success.

Our policy on employee well-being can be accessed via https://www.stl.tech/pdf/Employee-well-being-policy.pdf.

Alongside a positive workplace, providing our employees with a safe working environment is our top priority. We have put in place several systems and processes that provide our employees with a safe work environment without any fear of injury or adverse effects on their health. In order to ensure complete readiness for the unlikely event of an

emergency, we work on three fronts;
- First, our technological foundation and compliance guarantee that the systems have a solid base by enforcing strict standards that oversee every procedure.
- Second, leadership, and management systems supervise the implementation of these policies.
- Last but not the least, consistent awareness is ensured through the transmission of information, and behaviour.

Risk assessment

Organisations that do not actively embrace an employee-centric business model will see their competitive advantage fade, as will their employer brand and efficiency. Lack of awareness of individual employees needs can hamper our ability to provide the level of health and well-being support that employees require and value. Standardisation without consideration for customisation and personalisation to the needs of an employee is likely to affect the business as a whole. Furthermore, inconsistent adherence to process and labour safety standards, as well as safety rules and regulations, may risk business continuity and operations. Employee safety procedures that are not followed may result in legal and financial repercussions. Safety training, frequent inspections, and the supply of appropriate personal protective equipment (PPEs) are all part of an organisation's employee safety responsibility.

www.stl.tech

Employee well-being

Work-life balance

We endeavour to inspire, nurture, and promote talent to deliver high-quality performance by instilling a balanced work-life culture. Several measures such as maternity and paternity leave, coaching, mentoring and customised staffing models for offices, manufacturing, and project locations have been undertaken to ensure this.

To enable a healthy work environment, we launched STLCare, our very own employee care programme, in February 2021 to cater to wellness, primarily mental, and emotional well-being. In FY22, over 3,000 STLers registered for the programme and benefited from various initiatives.

Creating and nurturing a positive work environment where employees can excel professionally while leading a healthy lifestyle has always been paramount to us. Our leave policy is the best in the telecom industry. Taking another step in our transformational journey and in line with our core values of 'keep it simple' and 'respect and empathise', we introduced 'flexi-holidays' (optional holiday plan). Employees now have seven fixed holidays across India and three flexi holidays to choose from a defined holiday list. The flexi holiday initiative helps promote a better work-life balance and time with family to celebrate or observe festive occasions as per employees preferences.

Focusing on mental health

In an ever-increasingly complicated and dynamic world, measures to protect mental health are becoming increasingly necessary.

Post the pandemic, we have realised that mental well-being is equally important as physical health. Under STLCare, we launched an employee assistance programme to cater to the diverse mental wellness needs of employees and their families, including counselling, financial advisory and parental coaching. We encourage our employees to seek counselling

services made available through an online platform. Third-party services are used to help employees connect these two aspects of health. For employees outside India, we have an employee assistance programme designed to cater to the diverse wellness needs of employees and their families across the globe.

We are leveraging our technological know-how to build a network that allows employees to connect with similar interests. We believe that creating a digital support network will allow employees to share their progress, exchange tips and ask questions creating a transparent, inclusive and healthy work culture.

Health and safety

Safety is treated as a priority for every activity that we undertake. We have appointed a safety committee responsible for carrying out safety, electrical and fire audits, risk assessments, safety meetings and taking necessary measures to identify unsafe conditions and acts.

Any unsafe act or condition is eliminated within the hierarchy of control; i.e., hazard elimination, substitution, engineering control, administrative control, and provision of personal protective equipment. The safety team conducts mock drills and provides training to employees from time to time. We ensure that safety standards and norms are adequately complied with in accordance with local and country-specific laws.

All our plants have a well-organised Occupational Health and Safety management system implemented and maintained per the Company's procedures and legal requirements. The roles and responsibilities of the team are defined, and regular monitoring is carried out through management reviews. Further, all our manufacturing facilities are ISO 45001 (safety management) certified. We are guided by the UN Women Empowerment Principles to ensure the health, safety and well-being of all women and men workers.

Emergency response plan

Job safety analysis to overcome risk in non-routine jobs

Inspections and audits

Proactive identification of unsafe conditions and unsafe acts with periodic Gemba, Safety Interactions (SI) and Safety Risk Field Audit (SRFA)

Emergency controls for hydrogen and chlorine leakages

Safety management programmes

Work permit systems to evaluate risk in non-routine activities

Hazard Identification and Risk assessment (HIRA) and Hazard and Operability Study (HAZOP)

Potential emergency scenarios and control measures

Fire emergency mitigation systems

Safety features across our manufacturing plants

Standard design codes
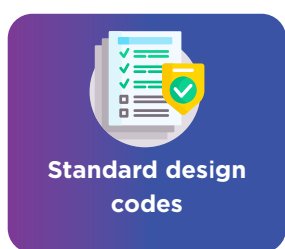
- EHS governance structure for EHS management

- Hazard identification, risk assessment, HAZOP, Pre-startup Safety Review (PSSR), Management of Change (MOC), Process Hazard Analysis (PHA), compliance management systems

- Emergency preparedness procedures

Automatic safety systems
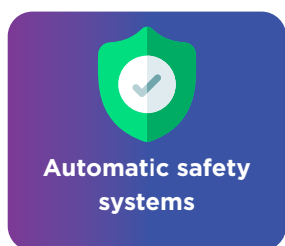
- Continuous real-time smoke, fire and gas leakage detection systems, automatic safety interlocked with hazard control systems

- Automatic safety interlocked with hazard control systems

- Automatic fire suppression systems

- Automatic scrubbing systems

Emergency backup

- Fire hydrant water supply for four hours (standby pumps)

- Specialised control equipment (SCBA set, chlorine kit, oscillating monitors), emergency gas scrubbers

- Trained fire fighters and rescue team round the clock

Monitoring and remedial action

Incident reporting and investigation are essential for any successful occupational health and safety programme. We identified the need for efficient systems that would help us eliminate input errors and duplicate entries, and save time from searching for critical data from multiple spreadsheets across different IT systems. We have been able to bridge the gap in data discrepancy using an incident management IT tool. The tool allows us to monitor the end-to-end life of all safety incidents. Adopting the software has not only helped bring uniformity to data, but has also helped make our operations greener. Earlier, employees would have to travel to the Environmental, Health and Safety (EHS) office to report any incident. Since the adoption of the tool, they are able to report on injuries and accidents from their respective plants. On reporting an accident, an independent investigation team investigates all serious injuries/ fatal accidents to ensure we understand the root cause and can take remedial action to prevent recurrence as well as share the learnings across our Company.

Safety performance dashboard

	FY21	FY22
Lost Time Injury Frequency Rate (LTIFR)	0.13	0.078
Lost Time Incidents	7	5

LTFIR for FY22 has been calculated as per 2,00,000 man hours worked for our ONB manufacturing facilities

There were only ten medical treatment case in FY22.

HIRA

Occupational safety hazards and risks are identified for all activities and control measures as per procedure. It is also a mandate for any process to undergo a risk assessment, and in case of non-routine or dangerous work, a Permit to Work (PTW) is required for initiation. A well-defined emergency preparedness plan is available at every manufacturing facility. Training and awareness of occupational safety is conducted for new recruits. Further, refresher trainings for all employees are organised from time to time.

Hazard identification and risk assessment are implemented regularly for all routine and non-routine activities. A hierarchy of control such as hazard elimination, substitution, engineering control, administrative control and provision of personal protective equipment (PPE) is in place at all plants. In addition, certified internal auditors organise surprise audits and management reviews at the plant to ensure the quality of these processes.

The workers are protected from hazards via the following activities:

- Training and awareness

- Provision of PPE

- Engineering control

Policies such as Quality, Environment, Health and Safety policy, HIRA and standard operating processes are available to workers for awareness concerning hazards, risks and injury or ill health while working. Work-related incidents are investigated via accident and investigation procedures.

Training for a safe workplace

Over the years, we have made considerable efforts to ensure that our entire workforce receives proper safety training so that their actions result in a safe workplace. The training programme is designed to help employees understand various risks, safety standards and best practices to manage such risks. The training also facilitates a platform for employees to discuss and share their learnings. It is conducted across offices and manufacturing units. There has been a 45.6% increase in EHS trainings in FY22 as compared to FY21.

	FY21	FY22
EHS training hours	12,345	17,982

Data for FY21 does not include Waluj OFC and Italian plants

Gold Occupational Health Safety and Security Award

in the telecommunication sector for GSB Gurgaon corporate office and OF Waluj plant

Quality Excellence Award

for Best QHSE Practices (Telecom Projects / Service Sector) for FY22 at the Golden Feathers Awards

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
	8.2: Diversify, innovate, and upgrade for economic productivity	• Employee well-being measures	• Launched STLCare	• 3,000 STLers registered for STLCare • Provided employees with a platform to seek counselling
		• Health and safety measures and performance	• LTIFR recorded as 0.13 • Lost Time Incidents recorded as 7	• LTIFR recorded as 0.078 • Lost Time Incidents recorded as 5
	8.8: Protect labour rights and promote safe working environments	• Minimise workplace accidents and build a safe workplace	• 12,345 hours spent on EHS training	• 45.6% increase in EHS training hours in FY22 as compared to FY21
			• Manufacturing facilities have been certified with ISO 45001 (safety management)	
			• Nil	• Plants in Silvassa and Dadra and Nagar Haveli have been certified with SA8000:2014
			• All manufacturing facilities are ISO 14001 certified for Environment Management Systems	
			• Launched STLCare for employee well-being	• Promoted STLCare for employee well-being • Partnered with a third-party vendor to provide employees and their family with counselling

Committed to human rights and fair labour practices

We believe in strict adherence to basic human rights, which are fundamental rights that every individual in the world is entitled to. Respect for employees and workers rights, and adherence to labour regulations are the backbone of decent employment and we mandatorily ensure this at STL. Our human rights policy and fair labour practices guarantee that every worker is protected against unfair practices.

Management approach

Everyone is entitled to equal treatment and adequate safety, health and working standards that allow workers to utilise growth and development opportunities available at the workplace. Addressing and adhering to different facets of human rights and fair labour practices is pivotal in the manufacturing sector. It is interconnected with core HR issues such as labour, handling of natural resources, water consumption and discharge, interaction with the community, and so on.

Human rights and fair labour practices, therefore, do not only feature on our list of top material topics, but are also driven by partners across our value chain. We have policies and ensure adherence to the standards we follow as well as audit our facilities and partners on these parameters periodically.

We ensure a secure working environment at our plants. Our Rakholi and Dadra facilities have been SA8000:2014 certified. We are working to have all our facilities across each of our business units SA8000 certified over the next couple of years.

Risk assessment

Conflict and violence impede long-term growth. Violation of human rights brings conflict and instability. Human rights risks are acknowledged as having potentially serious consequences. Legal costs, reputation and relationship damage, loss of revenue and social licence to operate are just a few of the many risks businesses face due to human rights challenges. Identifying, assessing and managing these risks is a critical part of a company's approach to human rights.

The need for increased governance, established labour and trade unions and other stakeholders have been major motivators for businesses to address human rights concerns and report on their operations.

Our human rights policy statement

We are guided by the United Nations Universal Declaration of Human Rights; the International Labour Organisation issued Declaration on Fundamental Principles and Rights at Work, Women's Empowerment Principles and UNEP's goals. We also adhere to social security measures as per national and state laws according to the country we operate in.

Our policy on human rights draws from the above mentioned charters and principles. It seeks to ensure that every person within our Company and our value chain is guaranteed liberty, equality, equal opportunity and security. We do not discriminate based on age, gender, or other biases.

Our human rights policy comprises of

| Adherence to labour standards | Ensuring health and safety for employees | Recognition of freedom of association | Zero tolerance for child and forced labour | Promoting diversity and equal opportunities | Ensuring absolute non-discrimination | Respecting and preserving the culture and heritage of local communities |

The policy is available at https://www.stl.tech/pdf/Human-rights-policy-2019.pdf

In FY22, have recorded zero cases of non-discrimination.

Respecting human rights is core to our culture and work ethics. This is emphasised through several periodic trainings and incorporated into all our policies and processes. We strive for our businesses to positively influence the communities where we operate.

No to child and forced labour

We are compliant with Child Labour (Prohibition and Regulation) Act, 1986 (India) and The Bonded Labour System (Abolition) Act, 1976 (India). We do not tolerate any child labour or forced labour in our operations. We do not employ children before they have reached the legal age and have completed their compulsory education.

Furthermore, we also ensure to engage with partners to ensure they follow a robust criterion that warrants ethical, healthy work practices, with no child labour, no forced and compulsory labour.

Zero cases
of child and forced labour in FY22

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21	Achieved in FY22
5 GENDER EQUALITY	5.1: End discrimination against women and girls	• Increased number of women in senior management and various other roles	• Ensured no discrimination took place • Created a diverse and inclusive atmosphere through our code of conduct	
8 DECENT WORK AND ECONOMIC GROWTH	8.7: End modern slavery, trafficking, and child labour	• Ensure no forced or child labour is employed	• Recorded zero cases against child and forced labour	

Governance

Associated SDG's

UNWEP

Principle 5:

Implement enterprise development, supply chain, and marketing practices that empower women

UNGC

Ethics and anti-corruption practices: Principle 10

GRI

General disclosures 2021 : **2-9,10,11, 12, 14, 23, 25, 26**

Anti-corruption **2017: 205-2,3**

UNEP

Universality

Management approach

Good corporate governance practices are essential for sustainable corporate growth and long-term stakeholder value creation. Our primary objective is to develop a corporate culture of harmonious and transparent functioning, improve stakeholder satisfaction, as well as drive accountability and responsibility. This has helped us identify opportunities that best serve the goal of shared value creation while staying committed to responsible corporate governance.

To drive this across every level within the Company, we prioritise ethics and transparency to ensure a solid organisational structure that enhances sustainability. Being a global business, we ensure complete compliance to the law of the land across our operations in India and overseas. We have been proactive to even exceed these where it is beneficial to the environment and in the interest of global agendas.

Risk assessment

The global economy is undergoing significant change. Every business, including the telecom sector, is seeing a rapid technological transformation. Businesses are increasingly facing more complex threats that require speedy and specific responses. Corporate governance provides us with a framework based on values, ethics, and morality under which business decisions are taken. Good corporate governance can therefore help tackle issues such as corruption, negligence, fraud and lack of accountability. Strong governance practices and requisite oversight by the Board are thus crucial to economic progress, stability and security of any corporate.
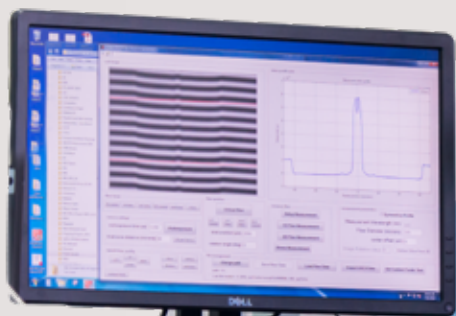
Shareholding pattern

The following is our shareholding pattern that highlights the division of shares between various individuals and institutions.

Clearing members
0.10%

Others (including IEPF)
1.14%

Individuals (Public)
and HUFs
25.97%

Bodies corporates and
NBFCs registered
with RBI
3.72%

FIIs, foreign national,
foreign portfolio
investors and NRIs
6.93%

Promoter group
54.16%

Banks, mutual funds, trusts,
government and insurance
companies, Indian financial
institutions, etc. **7.98%**
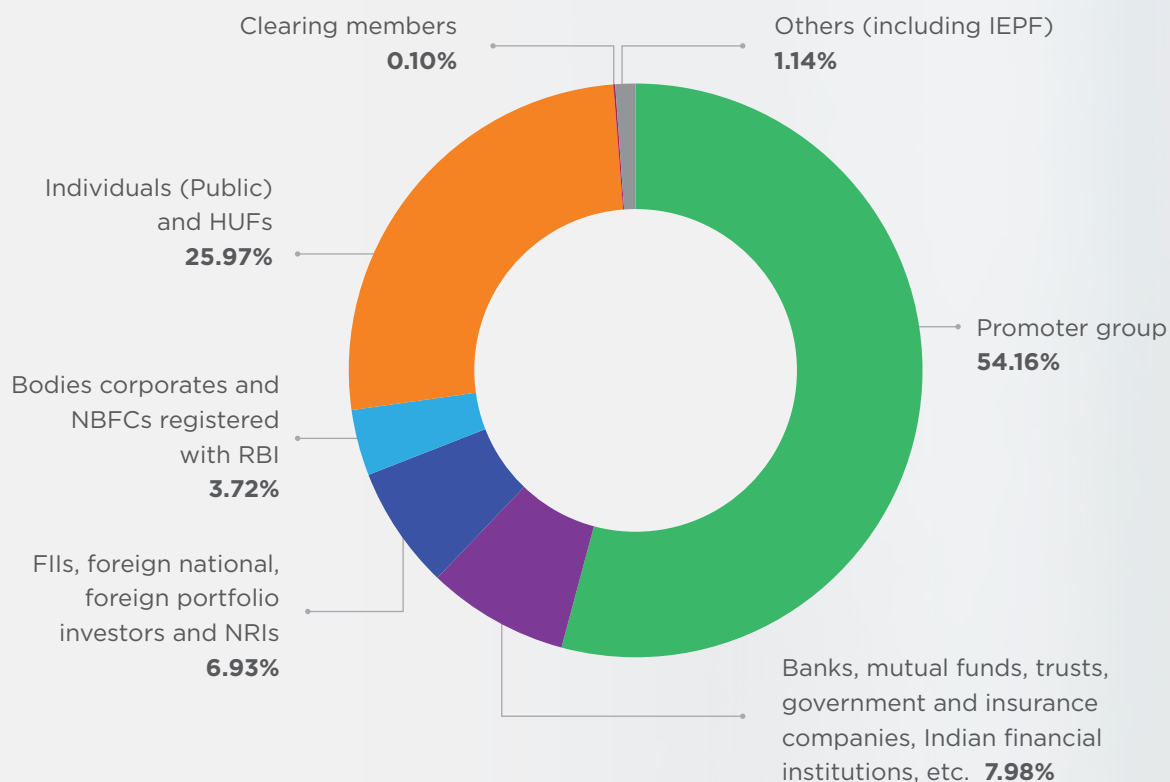
Corporate governance structure

We have a three-tier governance structure:

Strategic supervision

The Board of Directors occupies the topmost tier in the governance structure. It plays a role of strategic supervision that is devoid of involvement in the task of strategic management of our Company. The Board lays down strategic goals and exercises control to ensure that our Company is progressing to fulfil stakeholders' aspirations.

Strategic management

The Executive Committee comprises of STL's senior management and operates upon the directions of the Board.

Executive management

The function of Management Committee is to execute and realise the goals that are laid down by the Board and the Executive Committee.

Our Board of Directors

Anil Agarwal

Non-Executive Chairman

Sandip Das

Non-Executive and
Independent Director

Kumud Srinivasan

Non-Executive and
Independent Director

Pravin Agarwal

Vice Chairman and
Whole-Time Director

S. Madhavan

Non-Executive and
Independent Director

B. J. Arun

Non-Executive and
Independent Director

Ankit Agarwal

Managing Director

Our Company's Board comprises Directors from diverse backgrounds and substantial experience, who provide appropriate guidance to the executive management as required.

In compliance with the provisions of Companies Act, 2016, our Company is currently managed by the Board of Directors ("the Board") which comprises of two Whole-time Directors and five Non-Executive Directors, including one independent woman director. Mr. Anil Agarwal is the Non-Executive Chairman and Mr. Pravin Agarwal is the Vice-Chairman of the Board. The Board has no institutional Nominee Director. The Board's composition is in compliance with the requirements of Regulation 17 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('the Listing Regulations'), requiring not less than half the Board to be independent. The profiles of Directors are available at www.stl.tech/pdf/STLAR%20-022-21.pdf

All Directors have made necessary disclosures regarding directorships and committee positions held by them in other companies. None of the Directors is a member of more than ten committees and Chairman of more than five Committees (Audit Committee and Stakeholders' Relationship Committee) across all companies in which he/she is a Director. None of our Company's Independent Directors served as an Independent Director in more than seven listed companies. The appointment of the Whole-time Directors, including their tenure and remuneration, are also approved by the Board.

Mr. Pravin Agarwal, Whole-time Director of our Company, is not appointed as an Independent Directors of any listed company. Mr. Anil Agarwal and Mr. Pravin Agarwal are brothers. Mr. Ankit Agarwal is the son of Mr. Pravin Agarwal.

All the Independent Directors have confirmed that they meet the 'independence' criteria as mentioned under the listing regulations. In the opinion of the Board, all Independent Directors fulfil the conditions specified in the listing regulations and are independent of the management.

Board diversity

We believe the Board's strength and success are a result of the diversity, balance, and expertise of each Director, as well as their commitment and ability to function well as a team while performing their responsibility.

We seek candidates who have exhibited leadership, expertise, and dedication to representing each of our stakeholders interests. We ensure that the Board retains a wide range of experience regardless of nationalities and respects gender balance while ensuring the commitment of all directors to the Group's fundamental values.

www.stl.tech

Board meetings

During FY22, six meetings of the Board of Directors were held. The maximum time-gap between any two consecutive meetings did not exceed one hundred and twenty days. Video/tele-conferencing facilities were made available to facilitate participation of Directors in these meetings. As required by Part A of Schedule II to the Listing Regulations, all the necessary information was placed before the Board from time to time. The Board also reviewed the declaration made by the Managing Director regarding compliance with all applicable laws on a quarterly basis as, also steps taken to remediate instances of non-compliance, if any.

As per the relaxation given by MCA due to the Covid-19 pandemic, all the Board and committee meetings of our Company during the year under review were held in hybrid mode (Physical meeting plus meeting held through video conferencing).

Board-level committees

Audit committee

The Audit Committee of the Board is governed by a Charter drawn in accordance with the requirements of the Act and Regulation 18 of the listing regulations and Section 177 of the Companies Act, 2013 (India) besides other terms as may be referred by the Board of Directors. The primary objective of the audit committee of the Board of Directors is to discharge responsibilities relating to accounting and reporting of financial practices adopted by our Company and subsidiaries, surveillance of internal financial control systems, as well as accounting and audit activities.

Composition and meetings
The Audit Committee comprises three Independent Directors and one Executive Director. The Chairman of the committee (Independent Director) is a Chartered Accountant and has accounting and financial expertise. The other committee members also are financially literate. The quorum of the committee is two members or one-third of its members, whichever is higher, with at least two Independent Directors.

The Chairman of the audit committee attended the last Annual General Meeting (AGM) of our Company. The audit committee met five times during FY22, and the gap between the two meetings did not exceed one hundred and twenty days. The composition of the audit committee as of March 31, 2022, and attendance at committee meetings are as follows:

Name ▶	S. Madhavan, Chairman	Kumud Srinivasan	Sandip Das	Pravin Agarwal
Category ▶	Non-Executive and Independent Director	Non-Executive and Independent Director	Non-Executive and Independent Director	Vice-Chairman and Whole-time Director
Number of meetings attended ▶	**05**	**05**	**05**	**05**

Audit committee meetings are usually attended by the Executive Directors, the Chief Financial Officer (CFO) and representatives of statutory and internal auditors. Business CEOs and functional heads are also invited to the meetings, as and when needed. Our Company Secretary acts as the Secretary to the audit committee. The internal audit function reports to the audit committee to ensure independence.

Sustainability and corporate social responsibility committee

The committee's primary role is to assist our Company in discharging environmental, social and governance. It is accountable to the Board of Directors ('Board') of STL and shall discharge such roles and responsibilities as prescribed under Section 135 of Companies Act 2013. The committee monitors the implementation of the CSR and ESG policies. It also oversees the Company's sustainability initiatives. In the course of discharging its responsibility, the committee is assisted by the Executive Committee (ExCo) of STL on a regular basis.

The committee's constitution and terms of reference meet with the requirements of the Act and Rules made thereunder.

Composition and meetings
The committee met twice during FY22. The composition and attendance at committee meetings are as follows:

Name ▶	B J Arun, Chairman	Pravin Agarwal	Dr. Anand Agarwal*	Ankit Agarwal**	Sandip Das
Category ▶	Non-Executive and Independent Director	Vice-Chairman and Whole-time Director	CEO and Whole-time Director	Managing Director and Whole-time Director	Non-Executive and Independent Director
Number of Meetings attended ▶	**02**	**02**	**02**	**02**	**02**

*Ceased to be a member effective October 21, 2021
**Appointed as a member of the Committee w.e.f. October 21, 2021.

Nomination and remuneration committee

The powers, role and terms of reference of the nomination and remuneration committee covers the areas as provided under Regulation 19 of the Listing Regulations and Section 178 of the Act (India), besides other terms as referred by the Board.

Composition and meetings
The committee comprises of five members, out of which four are Non-Executive Independent Directors and one is a Non-Executive Director.

The committee met five times during FY22. Our Company Secretary acts as the Secretary to the nomination and remuneration committee. The composition of the committee as on March 31, 2022, and attendance at committee meetings are as follows:

Name ▶	Sandip Das, Chairman	S. Madhavan	B. J. Arun	Kumud Srinivasan	Anil Agarwal*
Category ▶	Non-Executive and Independent Director	Non-Executive and Independent Director	Non-Executive and Independent Director	Non-Executive and Independent Director	Non-Executive Director
Number of meetings attended ▶	05	05	05	05	00

*Appointed as a member of the committee effective October 21, 2021

www.stl.tech

Stakeholders' relationship committee

The powers, role and terms of reference of the stakeholders' relationship committee cover the areas as provided under Regulation 20 read with Part D of Schedule II of the Listing Regulations and Section 178 of the Act (India), besides other terms as referred by the Board.

Composition and meetings
The stakeholders' relationship committee oversees redressal of stakeholders' grievances. The committee met four times during FY22. Further during the year, we received 442 complaints for various matters like non-receipt of share certificates, non-issue of duplicate certificates, rejection of demat requests, and non-receipt of annual reports. All the complaints were resolved to the satisfaction of investors. The Company Secretary acts as the Compliance Officer of our Company. The composition as on March 31, 2022, and attendance at Committee meetings are as follows:

Name ▶	Kumud Srinivasan, Chairperson	S. Madhavan	B. J. Arun	Ankit Agarwal
Category ▶	Non-Executive and Independent Director	Non-Executive and Independent Director	Non-Executive and Independent Director	Managing Director
Number of meetings attended ▶	04	04	04	04

Risk management committee
The powers, role and terms of reference of the risk management committee cover the areas as provided under Regulation 21 of the Listing Regulations besides other terms as referred by the Board.

Composition and meetings
The committee met twice during FY22. The composition and attendance at committee meetings are as follows:

Name ▶	Kumud Srinivasan, Chairperson	Sandip Das	Mihir Modi	Ankit Agarwal*	Dr. Anand Agarwal**
Category ▶	Non-Executive and Independent Director	Non-Executive and Independent Director	Chief Financial Officer	Managing Director	CEO and Whole-time Director
Number of meetings attended ▶	02	02	02	02	01

*Appointed as a member of the Committee effective October 21, 2021
** Ceased to be a member effective October 21, 2021

Other committees
The Board has also constituted the authorization and allotment committee, to assist in discharging its functions. This committee operates within the limit of authority, as delegated by the Board of Directors.

Ethics and compliance

Management approach

At STL, we believe that moral and economic values are intertwined, and that the business world should always work to act in accordance with universally acknowledged standards of conduct. We are committed to implement and adhere to the best ethical and business practises across our operations globally. This, however, is not achievable without the assistance of our stakeholders and employees. Our Company and our subsidiaries are subject to the code of business conduct and ethics (the Code). The Code outlines the principles for everybody to follow, which are congruent with our Company's vision. The Code of Ethics serves as a veritable guide to everyday behaviour. It has a strategic function to help avoid irresponsible or unlawful behaviour by individuals who operate in our name and on behalf of us. All our employees, no matter where they work or reside across the globe, are expected to uphold the Code,

which represents a common and shared approach to business that is honest, ethical, transparent and in compliance with all applicable laws and regulations.

We are compliant with various laws and regulations pertaining to our Company.

We have complied with the requirements of the Stock Exchanges, SEBI and other statutory authorities on all matters relating to capital markets. No penalties or strictures were imposed by the Stock Exchanges, SEBI or any statutory authorities.

There were zero case filed by any stakeholder against us regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years.

While discharging our duties, all employees are expected to:
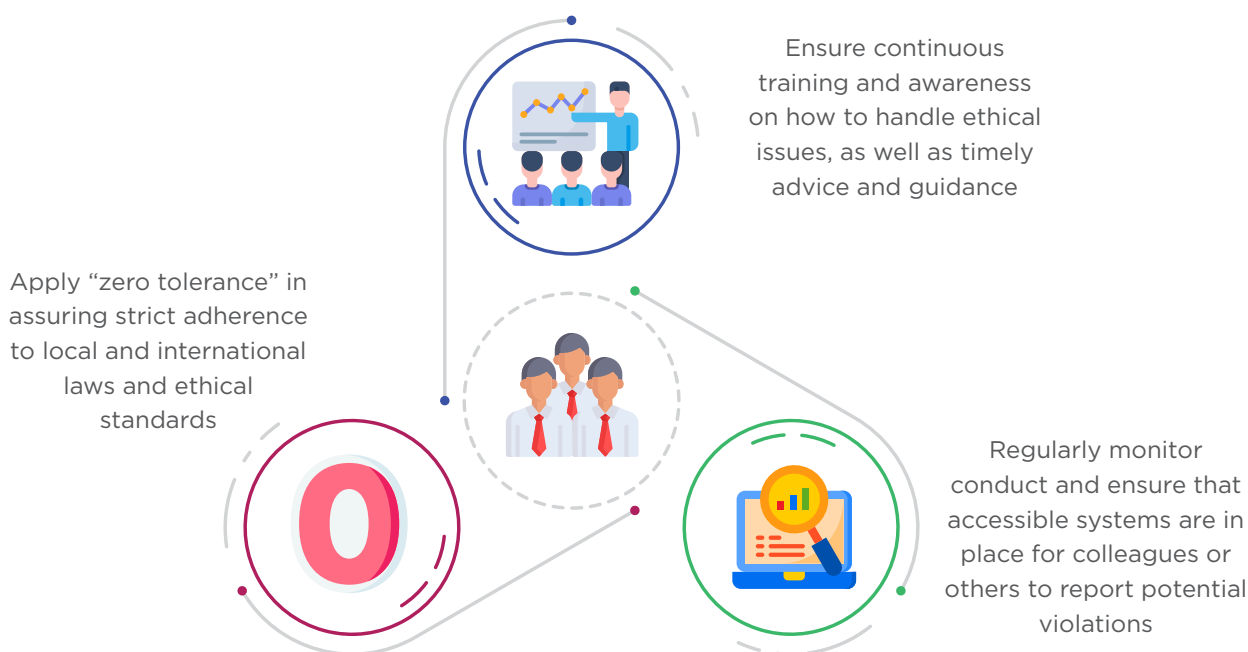
Ensure continuous training and awareness on how to handle ethical issues, as well as timely advice and guidance

Apply "zero tolerance" in assuring strict adherence to local and international laws and ethical standards

Regularly monitor conduct and ensure that accessible systems are in place for colleagues or others to report potential violations

To ensure that the code is available to all our stakeholders, we have made it accessible on our Company's website - www.stl.tech/pdf/coc/Sterlite_Code_of_Conduct_Final.pdf

Anti-corruption

Global economic and social growth is severely hampered by corruption. It hinders a Company's ability to thrive, drives up expenses, and creates significant legal and reputational threats. Additionally, it increases transaction costs, erodes fair competition, hinders long-term inward and outward investment, and skews development goals.

To ensure smooth and ethical functioning of our business, we have implemented a series of actions aimed at managing corruption issues on a preventive basis. We have ensured this through an annual assessment and acceptance of the code of conduct.

In addition to the Indian law, our practices are also aligned with the UK Bribery Act (UKBA), which prohibits companies and their associated persons from offering, promising, or providing any financial or other advantage in to persuade another person to perform an improper function or activity, or to influence a foreign public official in the performance of his or her official functions in order to obtain or retain business or an advantage in the conduct of business.

If the conduct of any individual to whom the Code applies is found to breach these rules or any other policies of our Company, necessary action which is at the exclusive discretion of the Company is taken. Disciplinary action may include the immediate termination of employment or a business partnership. If we have incurred a loss, we may seek restitution against the persons or entities involved.

We recorded **zero cases** of corruption in FY22

Whistle-blower mechanism

Whistle blowers play an important role in business and government. A whistle-blower policy is vital as it offers stakeholders the freedom to voice concerns about any suspected criminal or unethical behaviour assuring them of no adverse repercussions.

Our whistle-blower policy is designed to allow employees to voice concerns about any malpractice, impropriety, abuse, or misconduct at an early and appropriate stage, without fear of persecution, discrimination, or disadvantage. The policy has also been extended to external stakeholders such as vendors, customers, and others.

To ensure that the code is available to all our stakeholders, we have made it accessible on our Company's website - https://www.stl.tech/pdf/coc/Whistle%20Blower%20Policy.pdf

If an employee raises a genuine concern under this policy, they will not be at risk of losing their job nor will they suffer from any form of retribution as a result. We ensure protection of confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review.

All complaints received under this policy are forwarded to the Director – Management Assurance, who is separate from operating management and businesses. If a complaint is received by any other executive, the same is required to be forwarded to the Group Head – Management Assurance. Complaints can also be filed using a web-based portal, a specific email address, or a toll-free number, as shown below:

www.vedanta.ethicspoint.com

000 800 100 1681

stl.whistleblower@sterlite.com

Group Head – Management Assurance, Vedanta, 75 Nehru Road, Vile Parle (E), Mumbai 400 099
Tel No. +91- 22 – 6646 1000
Fax No. +91- 22 – 6646 1450

POSH

Every firm strives for efficient operations and to maintain a positive environment with and among its employees. As vital as managing the organisation's core business is, it is equally important to educate workers and other stakeholders on what kind of behaviour is and is not acceptable at the workplace. Work-related sexual harassment is a major concern for businesses today. It is important for an organisation to implement a prevention of sexual harassment (POSH) policy as per the POSH Act, 2013 (India). While it is a compliance requirement, it also helps prevent sexual harassment cases at the workplace. Annual trainings are also provided to employees to ensure they are aware of various aspects that are covered under POSH and can raise concerns through the right channels.

We have a prevention of sexual harassment committee (PSHC) that oversees all complaints. The committee is led by a female employee. The PSHC also has an external member who is acquainted with such social issues to prevent any pressure or influence from senior management. Any employee who deems that the acts or words of a supervisor, manager, co-worker, contractor, service provider, client, or customer constitute unwanted harassment may file a complaint with the PSHC. On receipt of such a complaint, the committee will promptly investigate the concern in a discreet and fair manner.

Complaints can be filed through e-mail, telephone, fax, or any other method to PSHC .
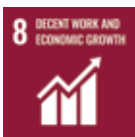
Sexual harassment cases

Number of complaints filed during FY22	**nil**
Number of complaints pending as of end of FY22	**nil**

Prohibition of insider trading

The SEBI regulations prohibit an insider from trading in the securities of a Company listed on any stock exchange. At STL, we abide by the regulations laid out by SEBI to prevent insider trading. To enforce this across levels in the Company, in addition to any action that SEBI may take, we have also defined penalties for

non-compliance with the Code which includes termination of services, suspension, wage freezing, recovery, clawback, ineligibility for future participation in employee stock option plans, and other appropriate actions as Board may deem fit from time to time.

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21 and FY22
8 DECENT WORK AND ECONOMIC GROWTH	8.1: Sustainable economic growth	• Implementation of policies to promote a decent work environment, protect labour rights, and a safe working environment • Good corporate governance practices as a key to sustainable development	• Perceived good corporate governance practices as key to sustainable corporate growth and long-term stakeholder value creation • Adhering to best ethical and business practices is one of our commitments
	8.2: Diversify, innovate, and upgrade for economic productivity	• Board diversity and inclusion	• Board comprises directors from diverse backgrounds regardless of nationality and gender
	8.3: Promote policies to support job creation and growing enterprises	• Accountability and responsibility • Ensuring the best ethical and business practices	• We have defined standard operating procedures for all processes for cascading accountability and responsibility through out the organisation • Through our code of business conduct and ethics, we promote policies that ensure continuous growth of the organisation
	8.6: Promote youth employment, education and training	• Raise awareness on ethical issues	• Annual trainings on POSH and the Code for employees to spread awareness on ethical issues among all stakeholders
	8.8: Protect labour rights and promote safe working environments	• Implementation of policies to promote a decent work environment, protect labour rights, and a safe working environment	• Zero cases of sexual harassment (FY22) • Zero cases of anti-corruption

Cyber security

Associated SDG's

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

GRI

Customer privacy
2016 418-1

SASB

TC-TL-220a.1

Management approach

Technology has helped bridge nearly every aspect of today's businesses, from individual employees work to a company's operations as well as the manufacturing of goods and services. Thus, it becomes essential for IT infrastructure to be flexible, reliable, and secure.

To establish a robust IT infrastructure, we have created a comprehensive cyber defence strategy to monitor and mitigate any cyber risks that may threaten our business. This involves a multi-year effort focusing on cyber resilience and capacity. The programme addresses cyber security by examining risk identification, assessment, response and recovery while considering people, tools, technology and procedures. It also involves creating awareness across the organisation to reduce the risks of malware and other cyber threats.

Risk management

With the increasing adoption of emerging technologies such as Artificial intelligence (AI), the Internet of Things (IoT) and Big Data, we are posed with growing cyber security threats. Global connectivity and the use of cloud services to store sensitive data and personal information are increasing both inherent and residual risks. We work across all surface areas by leveraging people, process, and technology. Cyber security incidents include data theft, ransomware (monetary/

reputational losses), business interruption by malware, phishing, data privacy breaches, and availability of IT systems. Widespread poor cloud service configuration and increasingly sophisticated cyber criminals are increasing the risk of successful cyber-attacks or data breaches.

We conduct periodic risk assessment exercises and implement mitigation measures to safeguard against cyber security risks. Defence-in-depth approach is adopted and layered security controls are implemented as a part of the information security programme at STL. Information security tools and solutions are implemented at different layers like network security - firewall / UTM and network security appliance, email threat protection and configurations settings at email application, endpoint security - EDR, data security - data loss prevention, cloud access security broker, mobile device management - all these tooling and technologies are monitored 24x7 by a dedicated security operation centre.

Safeguarding employees

We have inculcated a culture of raising awareness about cyber security across our organisation. This is primarily done through our training modules, various videos, reading material and white papers circulated across the organisation. Employee awareness is then tested through a quizzes and simulation exercises.

STL information security training module

Every STLer (STL employee) has to undergo an annual training to understand the do's, don'ts, acceptable behaviours, and risks associated with cyber security and measures to safeguard themselves against such threats.

This training is conducted when an employee is onboarded; refresher trainings are conducted annually to keep all employees updated on risks identified and preventive measures.

Videos and reading material

With an intent to increase cyber security awareness, we circulate content that our employees relate to and will remember. Through Facebook Workplace, we circulate short videos to raise awareness.

We also publish white papers to help our employees learn more about cyber security. These papers assist us in understanding specific threats to our organisation, how to mitigate these threats and what to do if we are attacked.

www.stl.tech

Relevant SDG's

Goal	SDG target	Key indicators	Achieved in FY21 and FY22
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.6: Develop effective, accountable, and transparent institutions 16.B: Promote and enforce non-discriminatory laws and policies	• Strengthen IT infrastructure through our robust data privacy policy	• Through our data privacy policy, we have been able to build an effective and accountable organisation
	16.10: Ensure public access to information and protect fundamental freedoms	• Promote data privacy through awareness programmes	• Through our training module on STL information security and other video and reading materials, we have established a robust system to protect data privacy

Data privacy

Data privacy has become crucial in this hyper-connected digital world and our customer's privacy is critical to us. We uphold strict privacy standards for client and employee data to keep privacy at the centre of our work. Each employee is accountable for abiding by the data privacy regulations in the countries where we conduct business. Employees are informed of our privacy and security policies, which are strictly adhered to.

We have adopted the international ISO 27001:2013 standard for information security management systems and are certified on the same.

Our data privacy policy is available on our website (https://www.stl.tech/privacy.php).

Annexure

GRI content index

	Disclosure number	Disclosure name	Page number
General disclosure			
GRI 2: General disclosures 2021	2-1	Organisational details	9
	2-2	Entities included in the organisation's sustainability reporting	7, 16,17
	2-3	Reporting period, frequency and contact point	6,7
	2-4	Restatements of information	7
	2-5	External assurance	155
	2-6	Activities, value chain and other business relationships	10-14
	2-7	Employees	110-112
	2-8	Workers who are not employees	110
	2-9	Governance structure and composition	130-136
	2-10	Nomination and selection of the highest governance body	133-136
	2-11	Chair of the highest governance body	2, 133-136
	2-12	Role of the highest governance body in overseeing the management of impacts	130, 133-136
	2-14	Role of the highest governance body in sustainability reporting	134
	2-16	Communication of critical concerns	7, 32
	2-19	Remuneration policies	119
	2-22	Statement on sustainable development strategy	2-5
	2-23	Policy commitments	126-127, 137-140, 145
	2-24	Embedding policy commitments	30
	2-25	Processes to remediate negative impacts	138
	2-26	Mechanisms for seeking advice and raising concerns	138
	2-27	Compliance with laws and regulations	137
	2-28	Membership associations	10, 29
	2-29	Approach to stakeholder engagement	7
Material topics			
GRI 3: Material topics 2021	3-1	Process to determine material topics	32-34
	3-2	List of material topics	35, 36
Economic performance			
GRI 3: Material topics 2021	3-3	Management of material topics	23
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	25
Indirect economic impacts			

	Disclosure number	Disclosure name	Page number
GRI 3: Material topics 2021	3-3	Management of material topics	23
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	24,25
	203-2	Significant indirect economic impacts	24,25
Anti-corruption			
GRI 3: Material topics 2021	3-3	Management of material topics	137
GRI 205: Anti-corruption 2017	205-2	Communication and training about anti-corruption policies and procedures	138
	205-3	Confirmed incidents of corruption and actions taken	138
Energy			
GRI 3: Material topics 2021	3-3	Management of material topics	39
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	46
	302-3	Energy intensity	47
	302-4	Reduction of energy consumption	46
Water and effluents			
GRI 3: Material topics 2021	3-3	Management of material topics	50
GRI 303: Water and effluents 2020	303-1	Interactions with water as a shared resource	50-53
	303-2	Management of water discharge-related impacts	53
	303-3	Water withdrawal	52
	303-4	Water discharge	53
	303-5	Water consumption	51
Emissions			
GRI 3: Material topics 2021	3-3	Management of material topics	46
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	47
	305-2	Energy indirect (Scope 2) GHG emissions	47
	305-3	Other indirect (Scope 3) GHG emissions	46, 47
	305-5	Reduction of GHG emissions	46
Waste			
GRI 3: Material topics 2021	3-3	Management of material topics	55
GRI 306: Waste 2022	306-1	Waste generation and significant waste-related impacts	56
	306-2	Management of significant waste-related impacts	55
	306-3	Waste generated	60
	306-4	Waste diverted from disposal	60
	306-5	Waste directed to disposal	61

	Disclosure number	Disclosure name	Page number
Employment			
GRI 3: Material topics 2021	3-3	Management of material topics	105
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	110-111
Occupational health and safety			
GRI 3: Material topics 2021	3-3	Management of material topics	121
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	124
	403-2	Hazard identification, risk assessment, and incident investigation	124
	403-3	Occupational health services	122
	403-4	Worker participation, consultation, and communication on occupational health and safety	122
	403-5	Worker training on occupational health and safety	124
	403-9	Work-related injuries	124
Training and education			
GRI 3: Material topics 2021	3-3	Management of material topics	114
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	117
	404-2	Programmes for upgrading employee skills and transition assistance programmes	115-117
Diversity and equal opportunity			
GRI 3: Material topics 2021	3-3	Management of material topics	107
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	110-112
Non-discrimination			
GRI 3: Material topics 2021	3-3	Management of material topics	126
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	126-127
Child labour			
GRI 3: Material topics 2021	3-3	Management of material topics	126
GRI 408: Child labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	127
Forced labour			

	Disclosure number	Disclosure name	Page number
GRI 3: Material topics 2021	3-3	Management of material topics	126
GRI 409: Forced or compulsory labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	127
Local communities			
GRI 3: Material topics 2021	3-3	Management of material topics	71
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	70-101
Customer privacy			
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	145

Sustainability disclosure topics and accounting metrics

SASB code	Topic	Accounting metric	Unit of measure	Page number
TC-TL-130a.1	Environmental footprint of operations	(1) Total energy consumed	GJ	46
		(2) Percentage grid electricity	%	43
		(3) Percentage renewable	%	43
TC-TL220-a.1	Data privacy	Description of policies and practices relating to behavioural advertising and customer privacy		143-145

IFC performance standards

Performance standard number	Performance standard name	Page number
1	Assessment and management of environmental and social risks and impacts	64
2	Labour and working conditions	121
3	Resource efficiency and pollution prevention	13, 14, 42, 46, 53, 60
4	Community health, safety and security	70-101, 121-127
6	Biodiversity conservation and sustainable management of living natural resources	88-94

UNWEP principles

UNWEP principles	Topic	Page number
Principle 1: Establish high-level corporate leadership for gender equality	Fostering a diverse, equal and inclusive workplace	107-113
	1. Our Board of Directors 2. Board diversity	131-132
Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination	Fostering a diverse, equal and inclusive workplace	107-113
	Committed to human rights and fair labour practices	126-127
	Our Board of Directors	131-132
Principle 3: Ensure the health, safety and well-being of all women and men workers	Prioritising employee well-being and safety	121-125
Principle 4: Promote education, training and professional development for women	Career acceleration through learning and development	114-117
	Transforming learning for marginalised communities	78-82
	Women empowerment: Reframing the narrative in rural communities	95-99
Principle 5: Implement enterprise development, supply chain, and marketing practices that empower women	Fostering a diverse, equal and inclusive workplace	107-113
	1. Our Board of Directors 2. Board diversity	131-132
Principle 6: Promote equality through community initiatives and advocacy	Transforming learning for marginalised communities	78-82
	Women empowerment: Reframing the narrative in rural communities	95-99
Principle 7: Measure and publicly report on progress to achieve gender equality	Fostering a diverse, equal and inclusive workplace	107-113
	1. Our Board of Directors 2. Board diversity	131-132

UNEP principles

UNEP principles	Topic	Page number
Universality	Empowering communities through innovation and digital inclusion	70-101
	Fostering a diverse, equal and inclusive workplace	107-113
	Ethics and compliance	24, 137-140
Integration	Sustainable sourcing	30-35, 40, 64,66
	Empowering communities through innovation and digital inclusion	70-101
Human rights and equity	Committed to human rights and fair labour practices	28, 126
	Ethics and compliance	137-140
	Empowering communities through innovation and digital inclusion	70-101
Innovation	Energy management	34-36, 42-44
	Water management	50-54
	Waste management and circularity	55-63
	Sustainable sourcing	64-66
	Empowering communities through innovation and digital inclusion	68, 70-101
	Career acceleration through learning and development	67, 114-117

SDG mapping

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	Page number
GOAL 1: No poverty	Live and prosper sustainably	Target 1.1 Eradicate extreme poverty	97
		Target 1.2 Reduce poverty by at least 50%	80
		Target 1.4: Equal rights to ownership, basic services, technology and economic resources	97
		Target 1.5: Build resilience to environmental, economic and social disasters	23, 27, 91
GOAL 2: Zero hunger	Healthy ecosystems	Target 2.2: End all forms of malnutrition	85
		Target 2.4: Sustainable food production and resilient agricultural practices	91
GOAL 3: Good health and well-being	Reduce pollution and waste	Target 3.3: Fight communicable diseases	85
		Target 3.4: Reduce mortality from non-communicable diseases and promote mental health	97
		Target 3.8: Achieve universal health coverage	85,101

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	Page number
GOAL 4: Quality education	Govern the environment	Target 4.2: Equal access to quality pre-primary education	80
		Target 4.3: Equal access to affordable technical, vocational and higher education	97
		Target 4.4: Increase the number of people with relevant skills for financial success	97,101
		Target 4.A: Build and upgrade inclusive and safe schools	80
		Target 4.C: Increase the supply of qualified teachers in developing countries	80
GOAL 5: Gender equality	Govern the environment	Target 5.1: End discrimination against women and girls	91, 97, 113, 127
		Target 5.5: Ensure full participation in leadership and decision-making	97, 101, 113
		Target 5.B: Promote empowerment of women through technology	97, 113
		Target 5.C: Adopt and strengthen policies and enforceable legislation for gender equality	113
GOAL 6: Clean water and sanitation	Improve soil and water	Target 6.1: Safe and affordable drinking water	91
		Target 6.3: Improve water quality, wastewater treatment and safe reuse	50, 53
		Target 6.4: Increase water use efficiency and ensure freshwater supplies	51, 91
		Target 6.6: Protect and restore water-related ecosystems	91
		Target 6.B: Support local engagement in water and sanitation management	91
GOAL 7: Affordable and clean energy	Boost renewable energy	Target 7.1: Universal access to modern energy	42
		Target 7.2: Increase global percentage of renewable energy	43
		Target 7.3: Double the improvement in energy efficiency	42-44
		Target 7.A: Promote access, technology and investments in clean energy	49
GOAL 8: Decent work and economic growth	Live and prosper sustainably	Target 8.1: Sustainable economic growth	24, 28, 37, 64, 140
		Target 8.2: Diversify, innovate and upgrade for economic productivity	64, 80, 85, 125, 140
		Target 8.3: Promote policies to support job creation and growing enterprises	64, 140
		Target 8.5: Full employment and decent work with equal pay	91, 101
		Target 8.6: Promote youth employment, education and training	97, 140
		Target 8.7: End modern slavery, trafficking, and child labour	127
		Target 8.8: Protect labour rights and promote safe working environments	125, 140

SDG	Environmental/ social dimension of sustainable development	Relevant sub-targets	Page number
GOAL 9: Industry, innovation and infrastructure	Increase resource efficiency	Target 9.2: Promote inclusive and sustainable industrialization	24,37, 67
		Target 9.4: Upgrade all industries and infrastructures for sustainability	67, 92
		Target 9.5: Enhance research and upgrade industrial technologies	68
GOAL 10: Reduced inequality	Govern the environment	Target 10.1: Reduce income inequalities	92, 120
		Target 10.2: Promote universal social, economic and political inclusion	80, 85, 92, 98, 101
		Target 10.3: Ensure equal opportunities and end discrimination	113, 120
GOAL 11: Sustainable cities and communities	Live and prosper sustainably	Target 11.6: Reduce the environmental impacts of cities	58
		Target 11.7: Provide access to safe and inclusive green and public spaces	62, 92
GOAL 12: Responsible consumption and production	Increase resource efficiency	Target 12.2: Sustainable management and use of natural resources	50, 53, 65, 68, 92
		Target 12.4: Responsible management of chemicals and waste	56-61
		Target 12.5: Substantially reduce waste generation	62
		Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting	58, 64
		Target 12.7: Promote sustainable public procurement practices	64
		Target 12.8: Promote universal understanding of sustainable lifestyles	55, 58
GOAL 13: Climate action	Combat climate change	Target 13.1: Strengthen resilience and adaptive capacity to climate-related disasters	92
		Target 13.2: Integrate climate change measures into policy and planning	35, 39, 40
		Target 13.3: Build knowledge and capacity to meet climate change	92, 101
Goal 15: Life on land	Govern the environment	Target 15.2: End deforestation and restore degraded forests	93
		Target 15.5: Protect biodiversity and natural habitats	93
GOAL 16: Peace, justice and strong institutions	Govern the environment	16.6: Develop effective, accountable and transparent institutions	145
		16.10: Ensure public access to information and protect fundamental freedoms	145
		Target 16.B: Promote and enforce non-discriminatory laws and policies	145
GOAL 17: Partnerships to achieve the goals	Scalability, efficiencies, and ensuring sustainable transformation	Target 17.17: Encourage effective partnerships	28, 29, 80, 86, 93, 98, 101

United Nations Global Compact (UNGC) index

Theme	Principles	Page number
Human rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	126-127
	Principle 2: Businesses should make sure they are not complicit in human rights abuses	126-127
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	126-127
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour	126-127
	Principle 5: Businesses should uphold the effective abolition of child labour	126-127
	Principle 6: Businesses should eliminate discrimination in respect of employment and occupation	107-112, 126-127
Environment	Principle 7: Business should support a precautionary approach to environmental challenges	42-45, 88-94
	Principle 8: Business should undertake initiatives to promote greater environmental responsibility	27, 42-69, 88-94
	Principle 9: Business should encourage the development and diffusion of environmental-friendly technologies	65, 67
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	138

Independent assurance statement

Independent Assurance Statement

**To the management and stakeholders of
Sterlite Technologies Limited,**

DQS has been engaged by Sterlite Technologies Limited (STL) to provide limited independent assurance on their Sustainability Report for FY22 in accordance with AA1000AS for

1) Environmental - Water, waste, energy / carbon emissions, sustainable sourcing
2) Social - CSR, volunteering, human rights, learning and development, occupational health and safety, cyber security
3) Governance - Policies, governance structure and ethics

The engagement took place from 03.08.2022 to 13.09.2022 through virtual assessment for limited assurance for the financial year 2021-22.

Objectives

The objective of this assurance engagement was to independently express conclusions on underlying reporting processes and validate qualitative and quantitative claims, so as to limit misinterpretation by stakeholders and increase the overall credibility of the reported information and data.

Scope of assurance

The assurance encompassed the entire report and focused on all figures, statements and claims related to sustainability during the reporting period April 2021 to March 2022. More specifically, this included:

Statements, information, and performance data contained within the sustainability reports

STL's management approach of material issues; and

STL's reported data and information as per the requirements of the Global Reporting Initiative (GRI Standards).

The assurance engagement was performed in accordance with a Type 2 assurance of the AA1000 Assurance Standard (AA1000AS v3), which consists of:

Evaluating the company's sustainability framework and processes using the inclusivity, materiality, responsiveness, and impact criteria of the AA1000 Accountability Principles (AA1000APS 2018),

Evaluating the quality of the reported sustainability performance information

Operational boundary: Verification of Corporate office at Pune of Sterlite Technologies Limited (STL) along with specific production sites for the following parameters:

1) Environmental - Water, waste, energy / carbon emissions, sustainable sourcing

2) Social - CSR, volunteering, human rights, learning and development, occupational health and safety, cyber security

3) Governance - Policies, governance structure and ethics

Level of assurance and limitations

A limited level of assurance under AA1000AS was provided for this engagement. Information and performance data subject to assurance is limited to the content of Sustainability Report for FY22. The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability or already supported by existing documents, such as third-party audits or certifications and previous STL Sustainability Reports.

Our assurance engagements are based on the assumption that the data and information provided by the Company as part of our review have been provided in good faith and are free from misstatements. We were not involved in the audit of financial information within the Report.

Independence and competences of the assurance provider

DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the Global Reporting Initiative (GRI), CDP and other specialized management and reporting mechanisms. Independent verifiers have not been involved in the development of the report nor have they been associated with STL's sustainability program, data collection or strategic processes.

DQS Group ensures that the assurance team possesses the required competencies, maintained neutrality, and performed ethically throughout the engagement. Further information, including a statement of impartiality, can be found at: www. dqsglobal.com. The management of STL was responsible for the preparation of the sustainability part of the Sustainability Report for FY22, and all statements and figures contained within it.

Assurance methodology

The assurance procedures and principles used for this engagement were drawn from the International Standards and methodology for data verification developed by DQS as below:

Based on GRI - Core reporting framework, STL has identified selected corporate KPIs and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process

Carry out interviews with key functional managers and data owners at STL

Data quality verification included the following:

I. Enquiring about the quantitative and qualitative aspects of the KPI disclosures, including performance information, policies, procedures and underlying management systems

II. Requesting evidence of the data sources and explanation of relevant collection and calculation methods to substantiate the figures and claims

III. Challenging the KPI claims, where possible, confirming the presented evidence, including calculation methods, criteria, and assumptions, with multiple data owners and other documentation from internal and external sources

IV. Assess the collected information and provide recommendations for immediate correction wherever required or for future improvement of the non-financial indicators verification within the scope

Key observations and recommendations

Strengths:

1. Efforts to achieve carbon neutrality by 2030 and a structured plan are deemed significant

2. Excellent programmes to improve water positivity by 2030

3. Life cycle assessment for ten product families accomplished

4. Strong commitment by management for CSR initiatives

Evaluation of the adherence to AA1000 Accountability Principles

Inclusivity:
How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.

The stakeholder identification and engagement process is well documented and implemented through the STL Sustainability programme, and the Report brings out key stakeholder concerns as material aspects of significant stakeholders. In our view, the level at which the Report adheres to this principle is very good. Therefore, it is recommended that STL should continue with the planned process of direct dialogue with the stakeholders at determined intervals.

Materiality
How the organization recognizes issues that are relevant and significant to itself and its stakeholders.
The Report addresses the range of environmental, social and economic issues that STL and its stakeholders have identified as being of material importance. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns. A process of stakeholder engagement through internal survey was conducted and material issues were identified. The Report fairly brings out aspects and topics and its respective boundaries for the diverse operations of STL. In our view, the level at which the Report adheres to this principle is very good. It is recommended that STL continues with this process.

Responsiveness:
How the organization responds to stakeholder issues and feedback through decisions, actions, performance, and communication.

STL is responding to those issues that it has identified as material and demonstrates this in its policies, objectives, indicators, and performance targets. The organization and its stakeholders can use the reported information as a reasonable basis for their opinions and decision-making. The company has taken various initiatives towards delivering environmentally friendly services along with occupational health and safety, appropriate measures for emergency handling, control, and risk management in its operations. The responses to material aspects are fairly articulated in the report, i.e., disclosures on STL´s policies and management systems including governance. In our view, the level at which the Report adheres to this principle is very good.

Impact:
How the organization monitors, measures, and ensures accountability for how its actions affect their broader ecosystems.

STL has implemented systems to monitor and measure its economic, environmental, and social impacts. Identified impacts are incorporated into both stakeholder engagement as well as the periodic materiality assessment process. The corporate report discloses impacts in a balanced and effective way, indicating both realized and unrealized goals. In our view, the level at which the Report adheres to this principle is very good.

Conclusion

On the basis of a limited assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us to believe that the sustainability related strategies of STL and its sustainability-related key performance indicators defined in the Sustainability Report for FY22 are materially misstated.

The STL Sustainability Report for FY22 is in line with the GRI Standards Core Option. The material aspects and their boundaries within and outside of the organization are properly defined.

STL has made significant strides to introduce innovative solutions towards mitigating impacts and influence supply chain partners in the process. Continued alignment of risk assessments, stakeholder engagement processes, materiality and strategy will further strengthen the global sustainability practice of STL.

On behalf of the DQS India assurance team September 29, 2022
Signature:

Anshul Nandanwar
Lead Assessor- Sustainability
DQS India

Sterlite Technologies Limited
Godrej Millenium 9, Koregaon Road, Pune - 411 001 Maharashtra, India
Phone +91 20 30514000 Email: sterlite.csr@stl.tech
www.stl.tech