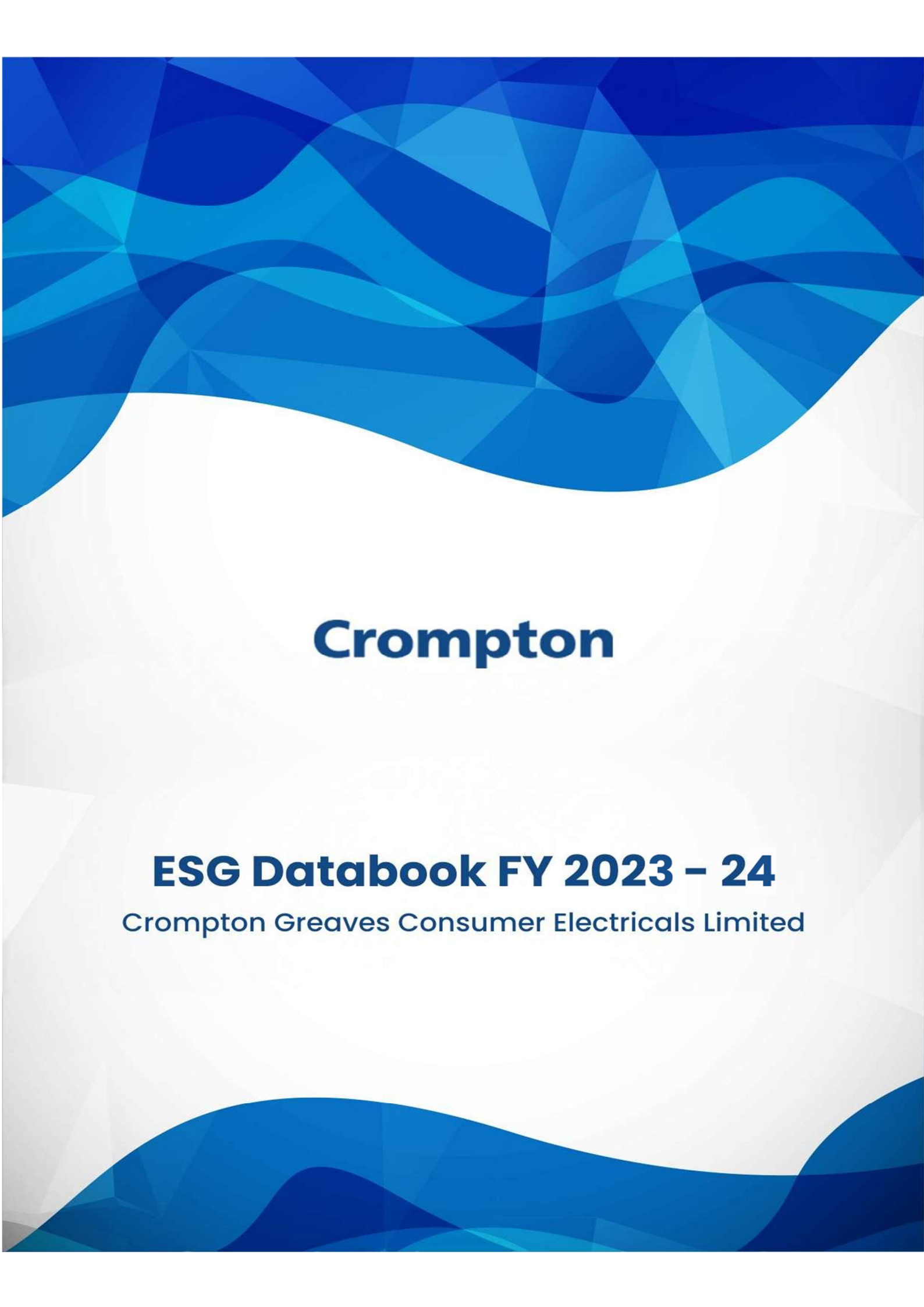




Crompton

ESG Databook FY 2023 – 24

Crompton Greaves Consumer Electricals Limited

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General Information

Revenue and Employee Count

Company Data	FY 2019 - 20	FY 2020 - 21	FY 2021 - 22	FY 2022 - 23	FY 2023 - 24
Total Revenue (in INR)	45,119,700,000	47,499,500,000	53,732,000,000	58,093,100,000	63,883,800,000
Total Revenue (in USD)	598,722,133.8	648,811,637.8	707,838,229.5	706,900,705.8	771,636,671.10
Exchange Rate (as on 31st of March of the fiscal year end)	73.56	73.21	75.91	81.18	83.46
Total employees	1,771	1,853	2,010	1,693	1,779

Note: The employee count includes only permanent employees (excludes workers and contractual / temporary employees)

Diversity Indicator	FY 2023	FY 2024
Share of women in total workforce (as % of total workforce)	8.01%	8.18%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	6.45%	7.03%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	4.55%	4.84%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	7.92%	8.16%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	1.47%	1.22%
Share of women in STEM-related positions (as % of total STEM positions)	15.75%	17.45%

GRI: 2-1, 2-7

DJSI: 0.1 Denominator - Total Employees / Revenues

Social Dimension

Gender Breakdown in the Workforce

GRI: 2-7, 405-1

DJSI: 3.1.2 Workforce Breakdown: Gender

Gender Pay Breakdown

Employee Level	FY 2023 Average Salary (Women)	FY 2023 Average Salary (Men)	FY 2024 Average Salary (Women)	FY 2024 Average Salary (Men)
Executive level (base salary only)	6,402,000	7,340,000	7,802,000	8,097,000
Executive level (base salary + other cash incentives) -	7,654,000	8,950,000	9,330,000	9,908,000
Management level (base salary only)	2,138,000	2,065,000	2,346,000	2,314,000
Management level (base salary + other cash incentives)	2,308,000	2,360,000	2,528,000	2,650,000
Non-management level (base salary only)	470,000	479,000	512,000	535,000

GRI: 2-5, 405-2

DJSI: 3.1.4 Gender Pay Indicators

Employee Development Program

Program 1: Crompton Leadership Development Program (CLDP)

Total Participants: 20 FTEs

The CLDP training initiative helps meet the company's immediate business needs and reinforces their long-term commitment to sustained growth and success. Alignment with organizational goals is a cornerstone of Crompton's strategic approach to leadership development and is vital for the success and overall fluidity of Crompton's business functions. The program was developed to bring forth holistic upskilling for the leadership team at Crompton through a multifaceted approach.

The Kargil Project sessions hosted leadership discussions with decorated army personnel and CXO's on soft skills such as vision creation, instilling a growth mindset while discussing more technical aspects to behaviors such as the connection between neuroscience and behavior.

Positive Intelligence sessions focus on developing self-awareness, introspection and understanding and identifying cognitive biases. The session was delivered by third party session hosts Impact LEAD. This session also included the Vipassana Meditation camp which promotes mindfulness and emotional intelligence, all essential qualities for effective leadership.

The final session was conducted by individuals from IIM Ahmedabad to educate leaders on more technical aspects of leadership and developed skills such as strategic thinking and innovation, financial decision making and customer relationship management. Crompton also takes a highly customized approach by gathering feedback from subordinates both before and after training sessions. This feedback loop allows the company to tailor the program to address specific needs and measure its effectiveness in real-time.

Program 2: Unleashing Self

Total Participants: 47 FTEs

The objective of this program was to develop skills such as deep learning, self-effectiveness & development, and team effectiveness. The desired outcomes were to instill confidence in management level employees to be able to communicate with peers effectively. There was also a focus on letting go of personal biases while communicating subjects with fellow employees and induce capability building amongst managers. The program provided a chance to integrate soft skills as a manager with qualities such as courage, execution, and personal leadership being brought to the forefront. The benefits of the Unleashing Self program included:

- Influencing change in managers to instill the ability to drive their own teams effectively.
- Deliver projects in the company with the tools that they learn.
- Engaging and harnessing the soft skills they learn will lead to effective collaboration within the company.
- The change managers will come up with new initiatives for increasing collaboration which will lead to new innovative engagement activities.
- Through the techniques of NLP, the participants will be able to establish and maintain rapport, explore, and alter negative patterns of behavior, and radically improve their own ability to communicate effectively.
- Influence the working environment so that it helps people to be constructive and productive.

GRI: 404-2

DJSI: 3.3.2 Employee Development Programs

Hiring

Particulars	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of new employee hires	NA	320	285	604	747	591
Percentage of open positions filled by internal candidates (internal hires)	NA	NA	37	NA	NA	NA

Average hiring cost/FTE Currency:	NA	NA	NA	NA	NA	NA
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Note: NA signifies gaps in data due to unavailability or inaccurate upkeep in data

GRI: 401-1

DJSI: 3.4.1 Hiring

Employee Appraisal Process

Crompton conducts both mid-year and annual appraisals for its employees. The goal setting process is based on management objectives and goal setting by the employee in consultation with his manager and matrix managers. The process is as follows; The business and functional objectives get finalized in each product line and function and managers are provided with expectations. Then all employees are requested to finalize their goals in discussion with their managers with appropriate weightages given to each goal, employees then identify and attach two of Crompton's Behavior & one Functional skills as goals for their fiscal year.

Mid-Year Appraisal: - Employees must conduct a self-assessment in the middle of the fiscal year in relation to the respective goals they set at the beginning of the year, they report these assessments through internal portals to their line and matrix managers. The line manager & matrix manager then initiate a mid-year performance discussion process and provide feedback on the employee's self-assessment submission along with their own assessment of the employee's performance. Accordingly, appraisals are decided.

Annual Appraisal: - Employees provide annual comments against the Goals, Behavior, and Functional skill selections that were mapped out at the start of the financial year. The manager & matrix manager then provides a performance management system (PMS) rating for each goal & overall annual feedback. The manager then gives overall PMS rating & promotion related information (if any) regarding the employee concerned in consultation with the Matrix Manager. Ratings & promotions gets finalized once leadership level calibration is completed. Employees who shall be on rolls as of September of the fiscal year shall be eligible for PMS.

Rating	Description
Rating 1	Significantly Exceeds Expectation
Rating 2	Exceeds Expectation
Rating 3	Meets Expectation
Rating 4	Below Expectation
Rating 5	Does not meet Expectation

PMS Rating Normalization

GRI: 404-3

DJSI: 3.4.2 Type of Performance Appraisal

Employee Support Programs¹

Maternity leave:

Eligibility: A female employee will be eligible for ML only if she has worked for a period of 80 days (including weekly offs/holidays) or more, in the 12 months immediately preceding the date of expected delivery. No advance ML is permissible. An employee currently availing Maternity Leave as on 1st April 2017 is entitled to above amendments. An employee who has already availed and completed her Maternity Leave on or before 31st March 2017 will not be entitled to the amendments.

Entitlement: Leave of 26 weeks, out of which a maximum of 8 weeks can precede the date of expected delivery. When the mother is going through a tubectomy process– 2 weeks of leave are provided from the date of the tubectomy operation (only if it is not during the 12 weeks of ML). Women having 2 or more surviving children will be entitled to 12 weeks of Maternity Leave. 12 weeks leave for women legally adopting a child below the age of 3 months and commissioning mothers. 12 weeks will kick-off from the date the child is handed over to the adopting/commissioning mother.

Miscarriage Leave: Female employees can avail to 6 weeks of leave post miscarriage/medical termination of pregnancy. If miscarriage/medical termination of pregnancy occurs during prenatal period or during their ML, then Maternity Leave (prenatal) will be up till the day of miscarriage/medical termination of pregnancy and Miscarriage Leave will be up till 6 weeks thereafter.

Accident Leave:

Eligibility: All employees not covered under the Employee State Insurance Act, who meet with an accident whilst on duty, resulting in absence from duty.

Entitlement: Leave with full salary for actual days of absence from the date following the day of the accident, till resumption of duty.

Paternity Leave: Male employees can avail of up to 5 days of Paternity Leave. The employee must apply for their paternity leave in the system and have it pre-approved by their manager.

Exigency Leave (EL): 25 days per calendar year, to be availed only on a need basis. An EL can be availed by an employee in case of sickness or personal work or any other exigencies due to which an employee is not able to attend work. An employee can avail an EL even during the first 12 months of service. The EL will be credited to the employee's account in advance on the date of joining for the first calendar year, on a *pro-rata* basis. It is expected that all employees view EL as a privilege (and not as a right) and utilize their EL only on a need basis. At the time of separation, if any excess EL's have been claimed, the same will be recovered on a *pro rata* basis from the employee's salary.

Flexible Working Hours: The employees can login to their official system anytime between 8:30 am to 10:00 am and complete the minimum number of working hours.

GRI: 401-2

DJSI: 3.4.4 Employee Support Programs

Employee Turnover Rate

¹ Information gathered from Crompton Greave Consumer Electric Ltd. Leave Policy

Particulars	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total employee turnover rate (%)	NA	28	17	20	38	29
Voluntary employee turnover rate (%)	NA	NA	NA	NA	35	24
Coverage (% of all FTEs globally)	NA	100	100	100	100	100

Note: NA signifies gaps in data due to unavailability or inaccurate upkeep in data

GRI: 401-1

DJSI: 3.4.5 Employee Turnover Rate

Health and Safety Indicators

Indicator	FY2020	FY 2021	FY 2022	FY 2023	FY 2024
Fatalities - Employees	NA	NA	0	0	0
Fatalities - Contractors	NA	NA	0	0	0
LTIFR - Employees	NA	NA	0	0	0
LTIFR - Contractors	NA	NA	0	0.14	0

GRI: 403-9, 403-10

DJSI: Occupational Health & Safety

Governance & Economic Dimension

Materiality Assessment: The Approach

The materiality matrix offers a comprehensive and in-depth assessment of the key material aspects that are deemed significant by both the management and Crompton's key stakeholders. The identification and prioritization of these critical issues were based on an exhaustive evaluation process that was carried out in collaboration with both internal and external stakeholders. This process involved engaging with 242 stakeholders and assessing a list of 26 topics, which allowed us to gather invaluable insights and feedback on the material aspects that matter most to them.

At Crompton, materiality assessment is conducted every 2 - 3 years and the results are integrated in the company's ERM framework.

GRI: 3

DJSI: 1.3.1 Materiality Analysis

Materiality Assessment: Issues & Metrics for Enterprise Value Creation

1. Material Issue 1: Product Responsibility & Safety

Business case: For a consumer goods company, being proactively responsible throughout the lifecycle of a product is a determining factor for its reputational capital and hence continued business growth. Lack of a structured approach towards responsibility and safety may lead to significant compliance gap, reputation and revenue loss. The company operates in a competitive ecosystem and being a market leader, we hold ourselves responsible for setting benchmarks for others.

Business impact: Revenue

Business strategies: This aspect has been integrated throughout the lifecycle of our products by implementing various good practices and is continuously enhanced through a robust quality assurance program. Some of these are highlighted below:

- Environmental sustainability: through a transition to BEE (Bureau of Energy Efficiency) BEE rated appliances, developing efficient motors with longer life, efficiencies through robotic automation, performance-based energy management plan, use of renewable energy, water, and waste management. More on this can be found on page 22 and 96 of the Integrated Report 2024. We also run a campaign to educate our consumers on the importance of star rated appliances (#AbSabkeBudgetMein – Page 90, Integrated Report 2023)
- Quality Assurance: implementing key quality improvement programs such as 5S, Quality Circles, Daily work management, Glass Wall, adoption of Six Sigma approach towards problem solving. Refer to page 55 of the Integrated Report 2024 for details.
- Integrated systems towards safety, environment, and quality in alignment to international standards, such as ISO 9001 (Quality Management), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety Management). Refer to page 265 of the Integrated Report 2024 for details.
- Service quality: through a PAN India network of trained and authorized service centers to address customer complaints on a priority basis and a dedicated grievance portal

(<https://www.crompton.co.in/contact-us/complaints/>). We have a customer relationship management system for effectively managing feedback. More on this can be found on page 291, Integrated Report 2024

- Supply chain sustainability through vendor assessments (VQP) and training (page 108, Integrated Report 2023)
- Extended Producer Responsibility: Crompton has obtained EPR Authorization from the Central Pollution Control Board (“CPCB”) for plastic waste and e-waste management (page 101, Integrated Report 2024)

Progress tracking mechanism: Related to the above strategies, the key metrics that we track are:

- Number of appliances under BEE star ratings (Page, 117 IR 2023): 200+
- Fan models certified under BEE star ratings (Page 97 IR 2024): 63%
- Consumer complaints (Page, 262 IR 2024): FY 2023: 25,80,752 complaints and 3702 pending resolutions. FY 2024: 27,74,927 and 3,322 pending resolutions.
- Workplace injuries (Page, 275 IR 2024): 0
- Metrics related to waste, water and emissions (Page, 31 IR 2023): 88% waste recycled in FY 23, 11% energy reduction from last year, about 49% reduction in scope 1 emissions from last year
- Supplier assessments

2. Material Issue 2: Business Ethics & Integrity

Business case: For any business; ethics and integrity are determining factors towards sustainable business growth marked by customer loyalty, investor confidence and legal compliance, among others. Instances of non-compliance such as regulatory gaps, and information/data breaches, safety concerns, environmental or labor relations related concerns would lead to reputation loss and might have financial implications in terms of penalty/fines and business loss.

Business impact: Risk

Business strategies: Conducting business with ethics and integrity at Crompton is guided by a set of policies given at: <https://www.crompton.co.in/investors/corporate-governance/>. The key among these includes code of conduct, risk management policy, board committee charters, ESG charter, prevention of sexual harassment (PoSH) at workplace policy, appointment of independent directors, vigil mechanism and whistleblower policy, EHS policy, CSR policy etc. The chapters on – Responsible Governance for Sustainable Growth (Page 32, IR 2023) and Managing risk for sustainable growth (Page 46, IR 2023) highlight the systems and approaches in place for ensuring ethical business at Crompton. These approaches are a combination of mandatory training, risk assessment, audits, and internal controls.

Progress tracking mechanism

The company publicly discloses the cases of regulatory non-compliance and complaints. The details can be found on pages 267 and 280 of Integrated Report 2023-24.

3. Material Issue 3: Brand Salience

Business case: A higher brand salience results in higher chances of customers opting for a target brand (Crompton in this case) and hence higher sales (revenues). Given the nature of the market that Crompton is associated with, a higher brand salience is key to staying competitive and enhancing its market share.

Business impact: Revenue

Business strategies: Crompton's 5-dimensional growth strategy, consisting of brand, portfolio, go to market excellence, supported by go to market and organizational excellence results in a strong brand salience. Details of these dimensions can be found on page 44 – 45 of Integrated Report 2023. Crompton specifically addresses risks and opportunities around social media feedback, service quality and counterfeit products through a combination of social media listening / sentiment analysis systems, trained and wide network of service representatives and IPR management.

Crompton takes pride in its innovative campaigns that have captivated its consumers and garnered widespread attention throughout the year. The campaigns have been carefully crafted to showcase the Company's commitment to meaningful innovation. Details of the campaigns can be found in Page 90 – 93 of the Integrated Report 2023.

Customer centricity is further catered by transformative interventions on both physical (in store) and online (E commerce) sales modes, as detailed in page 94 – 96 of the Integrated Report 2023.

Progress tracking mechanism

We measure brand salience through product and campaign specific recall studies. Insights from some of which are:

- Most Salient Brand in the category with 85% of the consumers associating with the key message: Silence and Savings
- 70% recall for 5 star rated fans in southern India.
- Most Salient Brand in the category of coolers with 88% of the consumers associating with the key message: Faster Cooling even on the Hottest Day
- 88% of the consumers recalled the key message of "Secret of Fine Taste" for our mixers range, across the states of Kerala, West Bengal, Andhra Pradesh, and Telangana

We also track the Share of Voice percentage for our product line.

Emerging Risks

Emerging risk 1: Sustainability

Description: The Innovation Head is spearheading the company's ESG initiatives to prioritize sustainability. A sustainability policy has been prepared and published, though there remains a short focus on the sustainability agenda. To address this, the company will publish a vision statement for ESG with clear targets and long-term aspirations, supported by a dedicated team driving sustainability efforts across the organization. Within the Integrated Product Development (IPD) process, a sustainable design checklist has been integrated, and the company is currently mapping the product carbon footprint for all product lines. Additionally, a comprehensive greenhouse gas (GHG) inventory, including Scope 1, 2, and 3 emissions, is being established at the company level, along with preparations for compliance with BEE 2.0 regulations for ceiling fans.

Impact: Adhering to evolving and varying ESG regulations (across geographies) may lead to higher cost and efforts for compliance due to necessary process changes in the supply chain. Failure to comply with the regulations might attract penalties and would lead to reputation loss. Sustainability risks are complex and difficult to quantify, and they can have a ripple effect on other risks.

Mitigative actions: We have a dedicated team in place which tracks the compliance changes in a timely manner. We have an established procedure in place to include such insights in our production and supply chain related processes. This also leads to a greater integration sustainability principle with product design. Our teams actively look out to collaborate with reputable and scientific waste handlers. We constantly strategize and invest in strengthening & expanding quality after sales and support services to enhance customer satisfaction.

Currently, the company's waste collection plan is made in accordance with the EPR action plan filed with the (Central Pollution Control Board, India) CPCB. The use of plastic in the product is determined by the standards established by the Pollution Control Board. In addition, a procedure for the receipt and disposal of plastic is in place and complies with current statutory regulations. Also, the EPR plans for e-waste and plastic waste are submitted to the CPCB. We have initiated Life Cycle Assessment (LCA) for our products to take a product specific EPR stance and go beyond compliance requirements.

The company is developing an ESG dashboard for environmental and social performance, publishing company-level GHG data, completing and publishing the product carbon footprint assessment, and formalizing the ESG vision statement. The company also aims to commercialize the BEE 2.0 platform for energy-efficient fan motors, incorporate sustainability requirements into vendor selection, and actively drive initiatives to reduce or eliminate hazardous materials, including plastics, in products, packaging, and processes.

Our organisation has taken significant steps towards sustainability, beginning with an enterprise-level gap assessment to pinpoint areas for enhancement. In our commitment to sustainability, we now embed sustainability related KPIs into every stage of new product development.

Emerging risk 2: Protecting data systems from sophisticated attacks and integrating emerging regulations on personal data protection.

Description: Protection of a data system has always been a top priority for any company. However, with the latest advancements in AI, cyber threats have become sophisticated and possibly severe. These tools leverage machine learning algorithms to rapidly evolve and adapt to security systems, rendering their detection, mitigation, and attribution difficult.

The personal data protection landscape also has been changing globally with the aim of giving more control and ownership of personal data to the data owner broadly, and at the same time requiring an enhanced protection mechanism to be implemented by the data handler (the company).

Impact: An event of data loss due to a breach / theft might result in penalties and reputation loss and discontinuity in business processes.

Mitigative actions: We have a dedicated team in place to look into matters of IT / cybersecurity. We keep refreshing our internal policies and processes to ensure compliance to best data handling practices. Role and rights-based training sessions for employees are ensured. Some of our specific actions include:

- Disaster Recovery (DR) drill for SAP being conducted annually.
- Internal and external data protection assessments
- Mobile Device Management and Azure AD Prem. implementation
- Frequent user access reviews
- Maintenance of Data Centre and Disaster Recovery ("DR") at different locations (Mumbai and Bangalore respectively), co-located with third party.

We plan to explore and implement AI-driven cybersecurity tools capable of detecting new age threats. Dedicated incident response plans for such attacks can then be planned.

Contributions & Other Spending

Type of spending	FY 2019 - 20	FY 2020 - 21	FY 2021 - 22	FY 2022 - 23	FY 2023 - 24
Lobbying, interest representation or similar	0	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	16,90,790	13,93,002	19,07,395	62,19,880	50,07,612
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0	0
Total contributions and other spending	16,90,790	13,93,002	19,07,395	62,19,880	50,07,612

All figures are in INR.

As depicted in the table, the company did not make any contributions towards political campaigns or organizations, lobbying, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation. In addition, the company did not make any charitable contributions in the FY 2024.

Supplier Screening

Identification of Tier 1 and critical (significant) suppliers

Crompton has a total of 490 tier 1 suppliers, out of which 52 suppliers are considered as critical (significant) suppliers. The company considers those suppliers to be critical, on whom the top 75% of the supplier spend is done.

KPI for supplier screening

Supplier Screening	FY 2022 - 23	FY 2023 - 24
Total number of Tier-1 suppliers	666	490
Total number of significant suppliers in Tier-1	70	52
% of total spend on significant suppliers in Tier-1	75%	75%

KPI for supplier assessments

Supplier Assessment	FY 2022 - 23	FY 2023 - 24
Total number of significant suppliers assessed via desk assessments/on-site assessments	11	20
% of significant suppliers assessed	15% (11 out of 70 critical / significant suppliers assessed)	38% (20 out of 52 critical / significant suppliers assessed)

Environment

Emissions

The Scope 1 and 2 Greenhouse Gas Emissions have been accounted in line with the following standards:

- 1) IPCC Guidelines for National Greenhouse Gas Inventories 2006
- 2) The Greenhouse Gas Protocol: Public Sector Standard
- 3) The Greenhouse Gas Protocol: Scope 2 Guidance
- 4) Grid Emission Factor as per V19 of Central Electricity Authority Report

Direct Greenhouse Gas Emissions (Scope 1)

Direct GHG (Scope 1)	Unit	FY 2022	FY 2023	FY 2024	What was your target for FY 2024?
Total direct GHG emissions (Scope 1)	metric tonnes CO2 equivalents	14,907.80	4,752	3,660	4,752
Data coverage (as % of denominator)	percentage of:	100	100	100%	-

GRI: 305-1

DJSI: 2.2.1 Direct Greenhouse Gas Emissions (Scope 1)

Indirect Greenhouse Gas Emissions (Scope 2)

IGHG (Scope 2)	Unit	FY 2022	FY 2023	FY 2024	What was your target for FY 2024?
Location-based	metric tonnes of CO2 equivalents	3,963.5	4,053.50	3,927.02	4,053.50
Data coverage (as % of denominator)	percentage of:	100	100	100	-

GRI: 305-2

DJSI: 2.2.2 Indirect Greenhouse Gas Emissions (Scope 2)

Resource Efficiency and Circularity

Total Energy Consumption

Total energy consumption	Unit	FY 2022	FY 2023	FY 2024	What was your target for FY 2024?
Total non-renewable energy consumption	MWh	62,367.38	16,194.12	10,875.73	16,194.12
Total renewable energy consumption	MWh	14.74	19.66	9.21	19.66
Data coverage (as % of denominator)	percentage of:	100	100	100	-

GRI: 302-1

DJSI: 2.3.1 Energy Consumption

Waste

2.4.1 Waste Disposal

Waste Disposal	Unit	FY 2022	FY 2023	FY 2024	What was your target for FY 2024?
Total waste generated	Metric tonnes	1,515.36	3,136.37	2,634.55	3,136.37
Total waste recycled/ reused	Metric tonnes	1134.48	2,652.37	1,700.5	2,652.37
Total waste disposed	Metric tonnes	380	484	934.05	484

GRI: 306-4, 306-5

DJSI: 2.4.1 Waste Disposal

Water

Water Consumption

Water Consumption	Unit	Financial Year 2020	Financial Year 2021	Financial Year 2022	Financial Year 2023	Financial Year 2024	Please indicate what was your target for the FY 2024
A. Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters	0.018706	0.017673	0.021043	0.024742	0.028561	0.024742
B. Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	-	-	-	-	-	-
C. Withdrawal: Fresh groundwater	Million cubic meters	0.058	0.048	0.046	0.044	0.039	0.044
D. Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million cubic meters	0.036	0.026	0.034	0.038	0.033	0.038
E. TOTAL NET FRESH WATER CONSUMPTION (A+B+C-D)	Million cubic meters	0.040	0.039	0.031	0.033	0.035	0.033
Data Coverage (as % of denominator)	percentage of	100	100	100	100	100	-

GRI: 303-3, 303-4, 303-5

DJSI: 2.5.1 Water Consumption

Climate Strategy

Climate-Related Management Incentives

Climate-Related Management Incentives We provide incentives for the management of climate related issues to our senior management, environment team, Global Head of Projects & Engineering and plant/site heads. They are responsible for implementing various climate related initiatives and are required to contribute towards achieving GHG Emissions/Energy efficiency targets. They have performance linked incentives as one of the components of their overall compensation.

Climate Risk Management

The ESG Committee identifies and assesses climate risks using internal and external measures, and interviews with experts and leaders. The Committee analyzes, assesses, and prioritizes risks and, via frequent conversations, assists top management and the board in regulating climate risk.

Low-Carbon Products

Type & Description of product(s)	Public Reporting	% of total revenues from "climate change" product(s) in FY 2024	Comment
Low carbon product(s)	BEE rated products are energy saving products: Ceiling Fans: We achieved ~27% improvement in energy efficiency by transitioning to BEE Star-rated fans, thereby reducing energy consumption and enhancing product sustainability. 2024 IR, P:43 Water Heaters: Our storage water heaters now feature improved insulation, resulting in an average of 9% reduction in standing loss, aligning with the latest BEE Star rating upgrades. 2024 IR, P:43 Lighting Solutions: In our B2C segment, the luminous efficacy of our bulbs has improved by 15%, as a part of BEE star rating upgradation 2024 IR, P:43	44.77%	FY 2024 Sales from BEE Rated/Energy Savings Products: Fans: 2,278 Cr. Pumps: 129.75 Cr. Lightings B2C: 121.32 Cr. LDA: 331 Cr. Total: 2860.07 Cr.

	4. Compliance: Ceiling Fan range is 100% complied as per BEE star rating guidelines and BIS guidelines. 2024 IR, P:189 5. Certification: 63% Fan models certified under BEE star ratings 2024 IR, P:97 6. BEE 5-star rated products: 79% Storage Water Heater (SWH) are certified for 5 star by BEE. 7. 5-star rated SKUs: Out of 50 Storage Water Heater (SWH) SKUs, 40 are BEE 5-Star rated.		
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GRI: 301 Materials
DJSI: 2.6.8 Low Carbon Products

Biodiversity

Biodiversity Commitment

The basic principles defined by our biodiversity commitment are the following:

- Avoiding the construction of new infrastructure in areas with rich biodiversity is imperative. Instead, we should institute protocols to safeguard and conserve biodiversity in regions where our business operations are conducted, particularly in fragile natural environments.
- Our focus should be on developing strategies and technologies that contribute to biodiversity preservation by optimizing resource utilization throughout their entire lifecycle.
- To reinforce our commitment to biodiversity protection, we will actively promote communication channels and collaborations with stakeholders. We aim to enhance the development of shared value while prioritizing the conservation of biodiversity.
- We will actively engage with non-governmental organizations (NGOs) and involve our employees and partners in local projects. Our goal is to ensure that all our sites implement biodiversity conservation and restoration programs. For sites located in water-stressed areas, we will implement water conservation strategies.
- Furthermore, we will advocate for biodiversity conservation programs in our supply chains, including resource extraction. This approach underscores our dedication to sustainable practices and environmental stewardship.

No Deforestation Commitment

Our emphasis is on embracing recycling and reuse strategies, eliminating the need for wooden packing. The exclusion of wooden packaging from our practices has significantly diminished our environmental footprint and contributed to the reduction of deforestation.

GRI: 304 Biodiversity

DJSI: 2.7.2 Biodiversity Commitment, 2.7.3 No Deforestation Commitment

Product Stewardship

Life Cycle Assessment

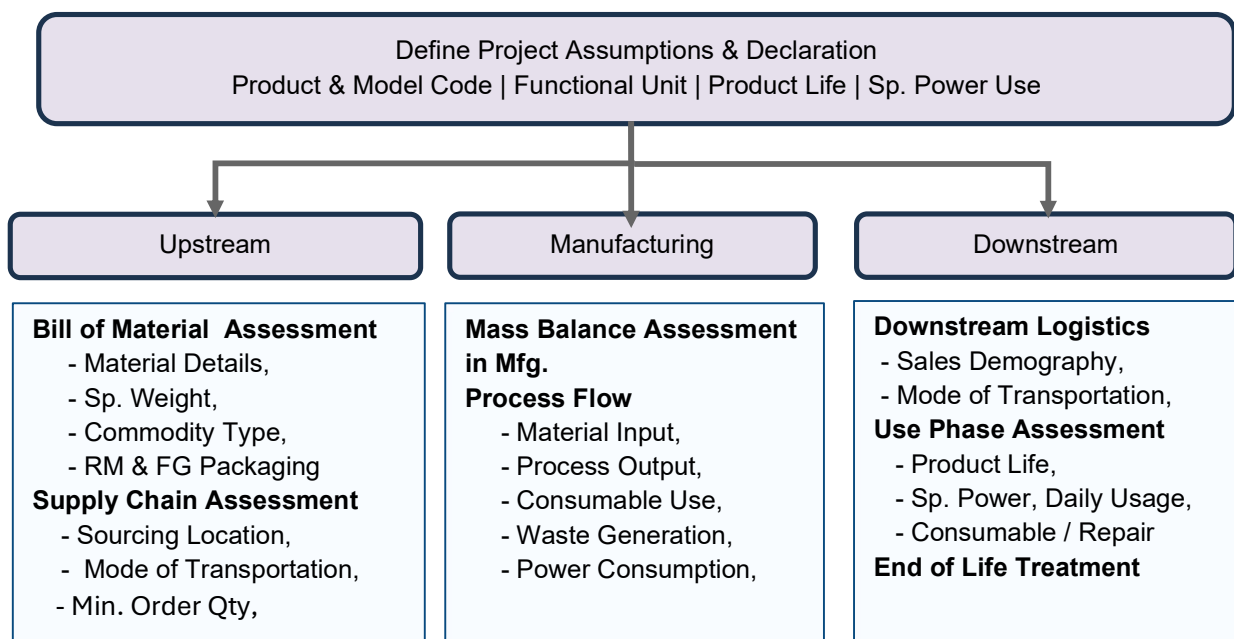
We have performed Product Carbon Footprint (PCF) assessment through Life Cycle Assessments (LCA) approach to as per ISO 14067 guidelines.

The PCF assessment has been carried out for seven representative products.

The full LCAs were conducted through external third-party subject matter expert.

The broad objective was to assess the Global Warming Potential impact category and the boundary considered was Cradle to Grave.

Refer more details below:



Product Carbon Footprint Assessment (PCF) : 7 Nos of Representative Products							
Products	Fan – (Induction Motor)	Fan – (BLDC Motor)	LED Bulb	LED Tile	Pump	Water Heater	Mixer Grinder
Model / Variant	HS Highspeed 48	Groove Regmote	9W	36W	1 HP – Nile Plus I	Versa 15 L	Nigella Pro
Function Unit	1 Nos						
Assessment Boundary	Cradle to Grave						
Reference Standard	ISO 14067						

Resource Efficiency Benefits of Products

- **Ceiling Fans:** We achieved ~27% improvement in energy efficiency by transitioning to BEE Star-rated fans, thereby reducing energy consumption and enhancing product sustainability. 2024 IR, P:43
- **Water Heaters:** Our storage water heaters now feature improved insulation, resulting in an average of 9% reduction in standing loss, aligning with the latest BEE Star rating upgrades. 2024 IR, P:43
- **Lighting Solutions:** In our B2C segment, the luminous efficacy of our bulbs has improved by 15%, as a part of BEE star rating upgradation. 2024 IR, P:43
- **Compliance:** Ceiling Fan range is 100% complied as per BEE star rating guidelines and BIS guidelines. 2024 IR, P:189
- **Certification:** 63% Fan models certified under BEE star ratings. Received BIS certification for 33 number of Pumps and BEE certification completed for 22 number of Pumps as on March 31, 2024. All the factories are certified by BIS for ceiling fans manufacturing. 2024 IR, P:97 P:164 and P:189
- **BEE 5-star rated products:** 79% Storage Water Heater (SWH) are certified for 5-star by BEE.
- **5-star rated SKUs:** Out of 50 Storage Water Heater (SWH) SKUs, 40 are BEE 5-Star rated.

Hazardous Substances Commitment

Crompton has phased out CFL bulbs containing hazardous mercury. As of April 1st, 2025, all our products will adhere to ROHS compliance standards. We've transitioned to using ROHS-compliant raw materials. Our company diligently implements product recalls upon their expiration and ensures recycling and safe disposal in accordance with our Extended Producer Responsibility (EPR) plan.

Environmental Labels & Declarations

Our revenue is comprised of 44.77% from products that have been rated with BEE stars as outlined below:

Revenue from sales of BEE Rated Products/Energy Saving Products		
Business Unit	FY 23 Sales in Crores	FY 24 Sales in Crores
FANS	741.2	2,278
PUMPS	82.08	129.75
Lighting B2C	196	121.32
LDA	307.3	331
Total	1326.58	2,860.07