

Empowering employees



Value is not just created through producing industry-leading products and solutions for our customers. It also comes from creating a supportive workplace where employees feel confident in their personal development and are encouraged to do their best. To maintain such an atmosphere, we provide our employees across the globe with learning opportunities as well as introducing comprehensive health and safety initiatives, so they feel inspired to contribute to making Birla Carbon a great place to work.

Our HR vision and strategy

The HR team created a new strategy which aims to make Birla Carbon an aspirational workplace for diverse groups of people.

It focuses on five key pillars:

- Employer of Choice
- Culture and Engagement
- Career and Talent
- Capability Building
- Consumer Grade Experience

Diversity & Inclusion

We published our Diversity & Inclusion Strategy in FY2019 to support the criticality of building an aspirational and inclusive workplace for a diverse workforce at Birla Carbon. The strategy lays the road map to 'share our strength' by strengthening inclusion for everyone with a focus on gender and generational diversity. Ownership of the strategy sits with the business level Diversity Council which is subsequently responsible for sponsoring Diversity and Inclusion (D&I) initiatives at the global level, monitoring implementation of the D&I roadmap and reviewing D&I metrics. More details about our DEI initiatives can be found on our DEI web page.

Ensuring safe work environments

The health and safety of our employees is paramount. We encourage our people to take responsibility for their own safety and that of their colleagues through our Commitment Based Safety approach. A key component of our H&S program is the Serious Injury and Fatality Initiative which focuses on key H&S risks - the Safe Six. These are working at height, hot work, lockout/tagout, mobile equipment, confined space, and electrical.

Addressing our FY2023 achievements

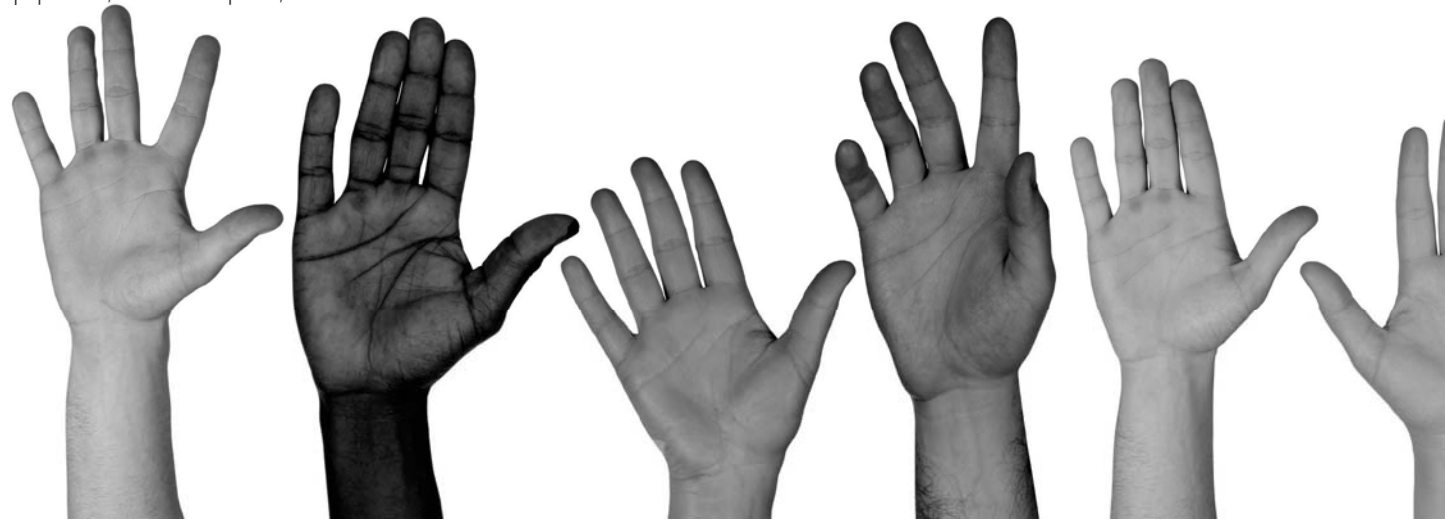
8
sites reported zero recordable injuries (employees and contractors).

0.51
Total recordable incident rate (employees and contractors)

86%
employee engagement, above the industry benchmark of 78%

3000
employees and contractors from 16 site locations, two corporate offices and our sales offices participated in the Global Safety Week 2023

Find out more at sustainability.birlacarbon.com



Empowering employees continued



Be an employer of choice

By supporting the creation of a workplace where we encourage employee development, we are increasing our shared value. We seek to attract the best people and to provide a range of learning opportunities for our global employees to thrive.

Recognizing our people



At Birla Carbon, we are dedicated to nurturing an environment where employees feel valued and empowered. Our employees are recognized and rewarded for their contribution to our success. Besides performance-based rewards, exceptional performance is also recognized through regional, business and group-level awards.

- APPLAUSE offers a common platform where any employee can recognize their colleagues across the organization, irrespective of location, function or level.
- The categories of recognition are tied to our Purpose and Values, to which all employees across the globe can relate.
- A wide range of redeemable online gift options are available, sourced from local vendors, which makes the platform eco-friendly and diverse.

Inviting Innovation from Everyone



The Birla International Innovation Gathering (BiiG) concept emerged from our Purpose to Share the Strength and our innovation challenge. To build on the momentum of the event, we have continued to go BiiG during our roadshow campaign, which was launched in July 2022 in Santander, Spain. By Q3 of FY2024, we reached employees across 12 countries, 16 manufacturing sites, two technology centers and two corporate offices. The BiiG Show engaged employees across all levels of the organization, inspired them to be the leaders of tomorrow and safeguarded the future of our organization by demonstrating our innovation spirit and mindset. A key aspect of each roadshow is working with site leadership and local Innovation Ambassadors to identify the current site challenges related to our strategic goals.