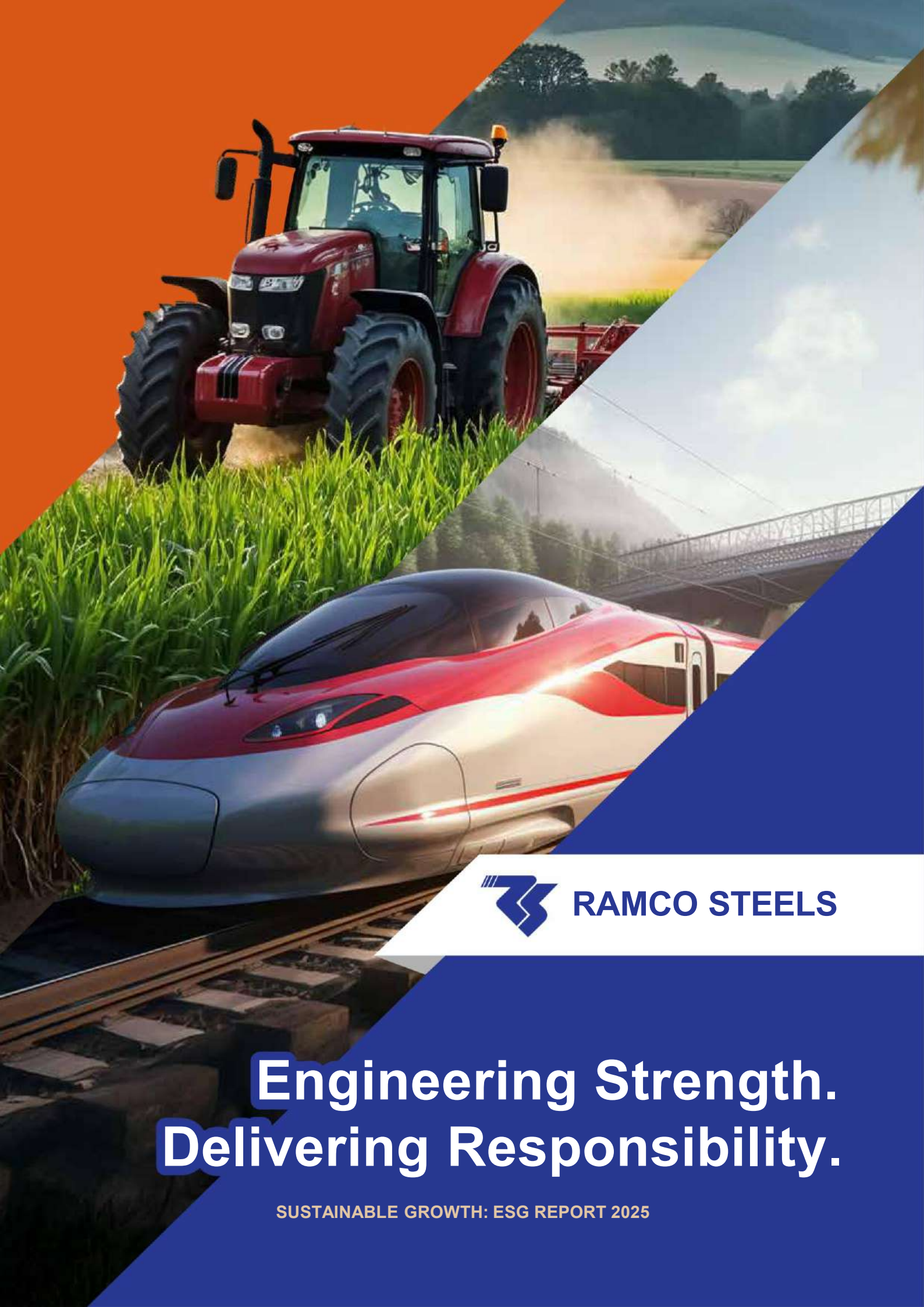


RAMCO STEELS

Engineering Strength. Delivering Responsibility.

SUSTAINABLE GROWTH: ESG REPORT 2025

RAMCO



RAMCO STEELS

OUR ESG DRIVE

At Ramco Steels, sustainability is not an isolated initiative — it is embedded into how we design processes, operate our manufacturing systems, and build long-term relationships. As a precision steel components manufacturer serving global industries, we recognize that responsible industrial growth requires equal focus on environmental protection, worker well-being, and ethical business conduct.

This report reflects our structured approach to integrating sustainability into operations Across the manufacturing facilities covered under this reporting boundary. While Ramco Steels maintains broader logistics and warehousing infrastructure, The ESG performance disclosures in this report cover the six manufacturing facilities and two warehousing locations operated by Ramco Steels Pvt. Ltd. in India, as defined within the reporting boundary. Other facilities outside the Company's direct operational control are excluded from the scope of this report.
It outlines our progress in improving resource efficiency, strengthening workplace safety, maintaining compliance, and supporting customers with reliable and responsible manufacturing solutions.

Our sustainability focus is anchored around three core pillars:

Environmental Stewardship
efficient use of materials and energy, emissions management, and waste control

Social Responsibility
safe workplaces, skill development, and employee well-being

Governance & Ethics
compliance, transparency, and responsible supply chain practices

Through continuous improvement and stakeholder engagement, Ramco Steels is working to ensure that industrial performance aligns with long-term environmental and social value creation.

REPORTING PRACTICES

Reporting Period
1st Jan 2025 to 31st Dec 2025

Reporting Cycle
Annual

Framework Alignment

This report has been prepared in alignment with:

- Global Reporting Initiative (GRI) Standards
- United Nations Sustainable Development Goals (UN SDGs)
- Applicable national environmental, labor, and safety regulations

Publication date: 25th April 2026

Contact for Sustainability Report:

Name: Deepak Choudhary
Designation: Sr. Executive ESG
Email: esg@ramcosteels.com

SCOPE AND BOUNDARY

This report presents environmental, social, and governance (ESG) performance data of Ramco Steels Pvt Ltd for Calendar Year (CY) 2025. The reporting boundary covers the Company's direct operations in India, comprising six manufacturing facilities and two warehousing facilities, all under the operational control of Ramco Steels Pvt. Ltd. Ramco Steels has no subsidiaries or other manufacturing facilities outside this boundary. ESG disclosures have been consolidated across the locations and operations covered by the reporting boundary.
Terminology: For the purpose of this report, “Ramco Steels” refers to Ramco Steels Pvt Ltd. and includes all operations and locations covered within the reporting boundary

REPORT DEVELOPMENT PROCESS

The information presented in this report has been compiled with a focus on completeness, reliability, and accuracy through structured internal data collection and validation processes. The report was prepared in collaboration with an external ESG and carbon accounting consultant and the qualified internal team at Ramco Steels, following established sustainability reporting procedures. The external consultant supported Ramco Steels in carbon accounting and ESG-based analysis of its operations, including the systematic measurement, tracking, analysis, and validation of greenhouse gas emissions and other ESG data. This collaborative approach strengthens the consistency, transparency, and reliability of the Company's sustainability disclosures.

FEEDBACK

Stakeholder feedback plays a critical role in strengthening our sustainability approach. Ramco Steels welcomes suggestions and observations from customers, partners, employees, and communities through official communication channels.




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3207



THROUGH THE LEADERSHIP LENS

At Ramco Steels, we believe that long-term business success is closely linked with responsible and sustainable practices. As a manufacturer serving global automotive and engineering sectors, we recognise the growing importance of Environmental, Social, and Governance (ESG) principles in shaping resilient and future-ready organisations.

Our ESG journey reflects our commitment to operating with integrity while minimising our environmental footprint. We are strengthening our focus on energy efficiency, emissions monitoring, and responsible resource management across our manufacturing operations. At the same time, we remain dedicated to providing a safe, inclusive, and growth-oriented workplace for our employees and contributing positively to the communities we operate in.

Strong governance continues to be the foundation of our business. We uphold high standards of ethics, transparency, and compliance, while working closely with our customers and suppliers to align with evolving global sustainability expectations.

This report marks an important step in formalising our sustainability approach. While we are at an early stage of our ESG journey, we are committed to continuous improvement, enhanced transparency, and integrating sustainability deeper into our strategy in the years ahead.

Nitin Mittal
Director
Ramco Steels Pvt Ltd

ABOUT RAMCO STEELS



Ramco Steels is a precision engineering and steel components manufacturer based in Faridabad, India. The company specializes in the production of forged, casted, welded, and CNC-machined components serving automotive, railway, construction, off-highway, and industrial sectors.

With integrated manufacturing infrastructure and strong material expertise, Ramco Steels delivers high-quality engineered components to customers in India and across global markets.

OPERATIONAL PRESENCE

Manufacturing Facilities Faridabad, Haryana, India

Operations are distributed across multiple industrial units located in:

- **Plant 01:** Plot 75, Sector 25, Faridabad
- **Plant 02:** Plot 782–783, Sector 69, IMT Faridabad
- **Plant 03:** Plot 1095, Sector 58, Faridabad
- **Plant 04:** Plot 94, Sector 68, IMT Faridabad
- **Plant 05:** Plot 97, Sector 68, IMT Faridabad
- **Plant 06:** Gali 1, Krishna Colony, Faridabad

Warehousing Infrastructure Faridabad, Haryana, India

- **Warehouse 01:** Plot 15, KC Colony, Faridabad
- **Warehouse 02:** Plot 815, Sector 69, Faridabad.

Warehousing facilities in Faridabad support inventory control and distribution efficiency. The Verona warehouse in Italy has been excluded from the scope of this report, as the facility is a bonded warehouse and is neither owned nor operated by Ramco Steels Pvt. Ltd. Accordingly, it does not form part of the Company's direct operational boundary covered in this report.
.

The ESG performance data disclosed in this report pertains to all manufacturing facilities and warehousing locations within the Company's defined reporting boundary. This integrated manufacturing and warehousing footprint enhances production resilience, capacity flexibility, and operational continuity.

GLOBAL PRESENCE & EXPORT MARKETS

Ramco Steels serves a diversified international customer base through structured manufacturing and logistics systems.

Countries Served

- **Germany**
- **Italy**
- **USA**
- **Hungary**
- **Sweden**
- **Czech Republic**
- **United Kingdom**

VISION

To grow as a responsible engineering and steel manufacturing organization by combining operational excellence with environmental care, workforce well-being, and ethical business practices.

MISSION

- Deliver consistent quality steel components through efficient manufacturing systems
- Maintain safe and supportive working environments
- Optimize resource use and minimize environmental impact
- Strengthen long-term partnerships built on trust and compliance

PARTNERSHIPS & STANDARDS

Industry Membership

Faridabad Industrial Association

Major Clients

Dana | USD Formteiltechnik GmbH | GMT Gummi Metall Technik GmbH | CAB | Trelleborg Antivibration Solutions Germany GmbH | Jost Hungaria KFG | Kinshofer GmbH | Merlo | Sona Comstar | RACL Geartech | Hero MotoCorp Ltd. | Rane NSK

Materials Used

Carbon steels | Alloy steels | Stainless steels | Iron castings | Aluminium

FY PROGRESS & RECOGNITION

Industrial Events Participation

- **IREE Expo** – Delhi (Railway)
- **Excon** – Bengaluru (Construction)
- **Expo Ferroviaria – Italy**
- **GIS Expo – Italy**
- **Subcon Expo** – United Kingdom

Awards & Accolades

“Manufacturing Maestros” Certificate — Machine Maker, IIAF 2024

OUR CORE VALUES

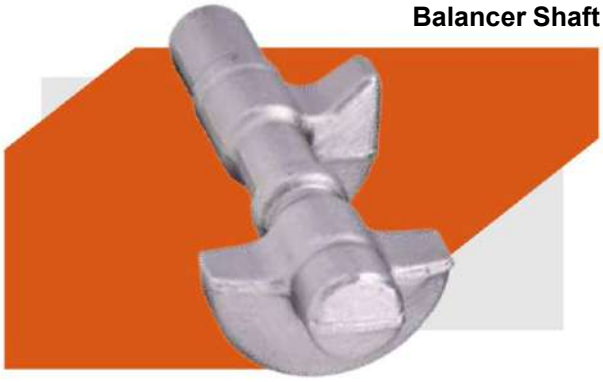
Value	What It Means at Ramco
Quality Commitment	Consistent standards across production units
Operational Efficiency	Optimized processes and logistics
Safety First	Safety First
Integrity	Integrity
Customer Focus	Customer Focus
Sustainability Mindset	Responsible use of energy and materials

OUR PRODUCTS

Ramco Steels manufactures a diverse portfolio of precision-engineered forged, casted, welded, and CNC-machined components for critical applications across industries such as automotive, railways, agriculture equipment, construction machinery, and industrial engineering.

The company's product range includes high-strength drivetrain, suspension, axle, hydraulic, and structural components, designed to meet stringent performance and durability requirements of global OEMs.

Balancer Shaft



Roller Lock



Sprocket Engine



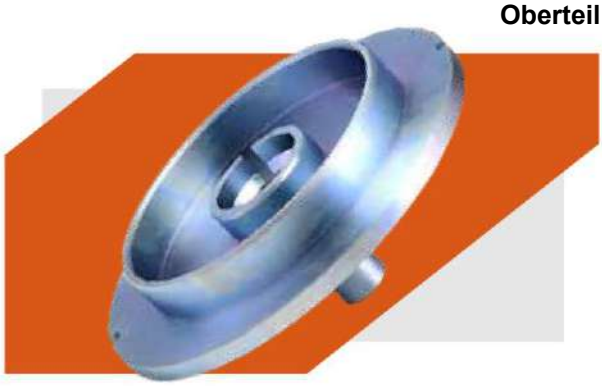
Input shafts



Bearing Cap



Oberteil



MANAGEMENT SYSTEMS & CERTIFICATIONS

Ramco Steels maintains internationally recognised certifications that reinforce quality, safety, environmental responsibility, and technical excellence across its manufacturing operations.

- **ISO 9001** – Certified quality management system ensuring consistent process control and customer-focused manufacturing standards.
- **IATF 16949** – Automotive quality certification aligned with global OEM requirements and advanced defect-prevention systems.
- **ISO 14001:2015** – Environmental management system supporting regulatory compliance, resource efficiency, and pollution prevention.
- **ISO 45001:2018** – Occupational health and safety management framework focused on hazard identification and workplace risk reduction.
- **ISO 3834-2** – Certified welding quality system ensuring controlled and qualified welding processes.
- **EN 15085-2 Class 1** – European railway welding certification for safety-critical rail components.
- **D-U-N-S Registered** – Globally recognised business identification reflecting financial credibility and international trust.



SUSTAINABILITY IS HOW WE GROW

Sustainability at Ramco Steels is integrated into everyday operations, including the manufacturing facilities covered under this report.

Our approach is built on three principles:

SUSTAINABILITY AT RAMCO STEELS

At Ramco Steels, sustainability is embedded within our manufacturing operations and management systems. As a precision engineering and forging organisation operating in a resource-intensive environment, we recognise our responsibility to balance operational excellence with environmental stewardship and workforce wellbeing.

Our approach integrates certified management systems, structured risk assessment processes, and defined governance mechanisms to ensure responsible growth. Environmental performance, occupational health and safety, and ethical employment practices are managed through systematic monitoring, compliance oversight, and continuous improvement initiatives.

By focusing on resource efficiency, emissions intensity reduction, employee safety, and transparent business practices, we aim to strengthen operational resilience while meeting evolving stakeholder expectations.

Sustainability at Ramco Steels is not a standalone initiative—it is embedded in the way we operate, improve, and create long-term value





MATERIALITY ASSESSMENT PROCESS

Ramco Steels conducted a structured materiality assessment aligned with GRI Standards and relevant national and international sustainability frameworks. **The process followed five key steps:**

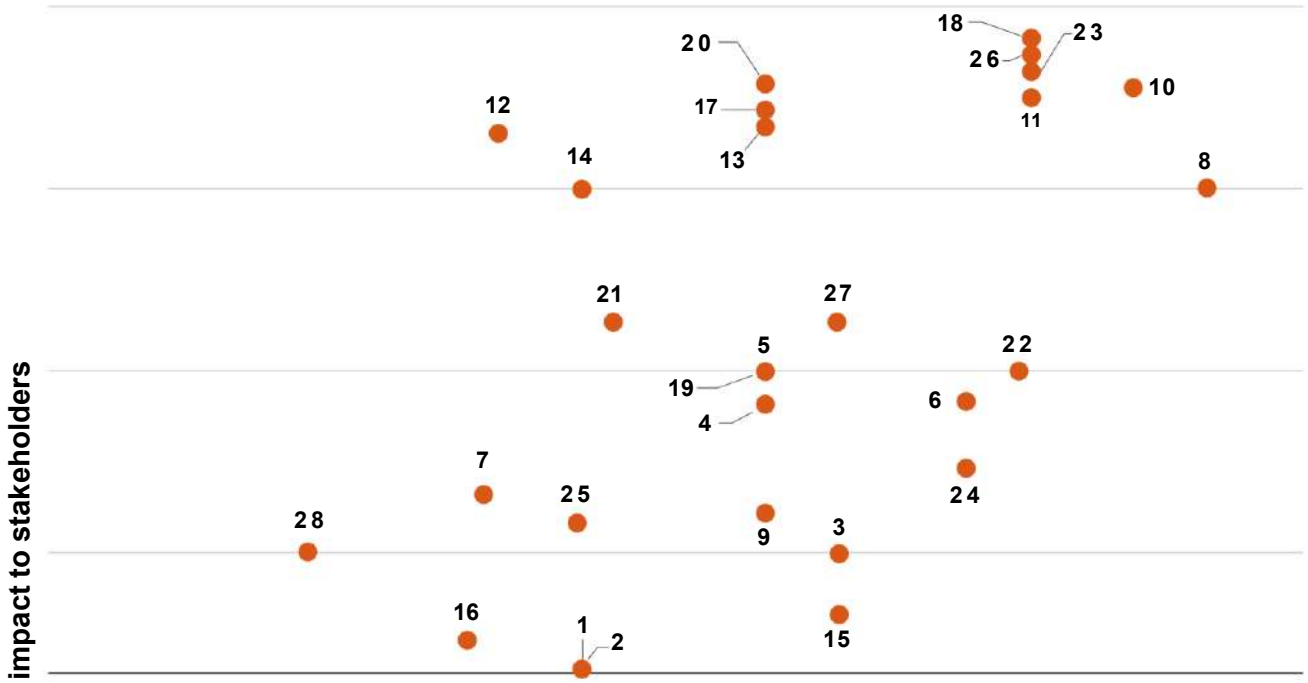
1. **Stakeholder Mapping**
Identification of key internal and external stakeholders, including employees, customers, suppliers, local communities, regulatory authorities, certification bodies, and business partners.

2. **Issue Identification**
Compilation of relevant ESG topics based on industry risk exposure, regulatory requirements, operational impacts, management inputs, and stakeholder considerations.

3. **Prioritisation**
Evaluation of identified topics based on their significance to business continuity, risk exposure, compliance obligations, and stakeholder expectations.

4. **Validation**
Review and confirmation of priority material topics by senior management to ensure alignment with strategic objectives and operational realities.

5. **Integration**
Incorporation of material issues into operational controls, management systems, risk assessment processes, and ESG reporting disclosures.



Based on the materiality assessment, all 28 topics presented in the matrix were identified as material topics for Ramco Steels.

	TOPICS
1.	Raw Material Sourcing & Traceability
2.	Water Use & Wastewater Management
3.	Chemical Management & Hazardous Inputs
4.	Air Emissions & Odour Control
5.	Energy Consumption & GHG Emissions
6.	Waste & Hazardous Waste Management
7.	Packaging & Transport Emissions
8.	Environmental Permits & Regulatory Compliance
9.	Resource Efficiency & Material Use
10.	Health, Safety & Occupational Hygiene
11.	Labor Rights & Working Conditions
12.	Worker Welfare & Social Benefits
13.	Training, Skills Development & Career Pathways
14.	Diversity, Equity & Inclusion

	TOPICS
15.	Community Engagement & Social Impact
16.	Human Rights Due Diligence (Supply Chain)
17.	Stakeholder Engagement & Transparency
18.	Employee Grievances & Whistleblowing
19.	ESG Strategy, Governance & Board Oversight
20.	Compliance, Legal & Regulatory Risk Management
21.	Supply Chain Management & Due Diligence
22.	Business Ethics & Anti-Corruption
23.	Data Privacy & Cybersecurity
24.	Procurement Ethics & Responsible Purchasing
25.	Remediation & Corrective Action Processes
26.	Investor & Customer Engagement on ESG
27.	Policies & Certification Management
28.	Compensation & Incentives Linked to ESG



ALIGNED WITH UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Sustainability at Ramco Steels is aligned with relevant United Nations Sustainable Development Goals (SDGs), reflecting our commitment to responsible manufacturing, workforce wellbeing, environmental stewardship, and strong governance practices.

UN SDG	KEY TARGET	RAMCO COMMITMENT & ACTION
SDG 6 – Clean Water & Sanitation	Improve water quality and increase water-use efficiency	Operates under a formal Water Management Policy; monitors municipal water withdrawal; implements water reuse systems and rainwater harvesting; conducts periodic wastewater quality testing.
SDG 7 – Affordable & Clean Energy	Increase renewable energy share and improve energy efficiency	Integrates solar energy into operations; monitors total energy consumption; tracks energy intensity (kWh per tonne); conducts periodic energy reviews and awareness initiatives.
SDG 8 – Decent Work & Economic Growth	Promote safe and productive employment	ISO 45001 certified OHS system; structured grievance mechanism; statutory wage compliance; employee training and skill development programs.
SDG 9 – Industry, Innovation & Infrastructure	Upgrade infrastructure and enhance industrial capability	IATF 16949 and ISO 9001 certified quality systems; EN 15085-2 Class 1 railway welding certification; advanced manufacturing and process discipline.
SDG 12 – Responsible Consumption & Production	Reduce waste generation and improve resource efficiency	ISO 14001 certified EMS; structured waste segregation and disposal; hazardous waste managed through authorised vendors; material efficiency monitoring through production logs.
SDG 13 – Climate Action	Integrate climate measures into policies and operations	Structured GHG accounting (Scope 1 & 2 monitoring); renewable energy adoption; emissions intensity tracking; carbon dashboard-based performance analysis.
SDG 16 – Peace, Justice & Strong Institutions	Promote transparent and accountable institutions	Maintains formal business ethics, anti-corruption, whistleblower, conflict-of-interest and compliance mechanisms to promote transparent and accountable business conduct.
SDG 17 – Partnerships for the Goals	Strengthen global partnerships	Serves international OEMs through its manufacturing and domestic warehousing operations in India; collaborates with sustainability consultants for carbon accounting and ESG performance monitoring.



ENVIRONMENTAL STEWARDSHIP MESSAGE

Environmental stewardship is a key pillar of our ESG framework at Ramco Steels. We are committed to systematically identifying, monitoring, and reducing the environmental footprint of our manufacturing operations.

Our approach is centred on improving energy performance, strengthening emissions tracking, and promoting efficient use of natural resources. We are enhancing plant-level monitoring of energy consumption and emissions to enable data-backed decision-making and targeted improvement initiatives. Additionally, we are reinforcing waste management systems with a focus on segregation, recycling, and responsible disposal through authorised channels.

Regulatory compliance and risk management remain central to our environmental governance. We maintain structured systems for monitoring environmental parameters and ensuring adherence to applicable laws and standards.

Going forward, we aim to deepen our environmental initiatives by expanding data transparency, identifying reduction opportunities, and embedding sustainability further into operational decision-making.

Pawan Kumar
Head – ESG / EHS
Ramco Steels Pvt Ltd

MATERIALS MANAGEMENT

The Ramco Steels follows a structured approach to responsible material management aimed at optimizing resource use, preventing environmental risks, and improving operational efficiency across manufacturing activities. Material management practices are guided by the organization's materials, Chemicals and Waste Management Policy, which establishes commitments to responsible procurement, safe handling of chemicals, waste minimisation, and compliance with applicable environmental regulations. Operational procedures further support the monitoring of material usage, safe storage of chemicals, and environmentally responsible handling practices across production and support functions.

KEY RAW MATERIALS USED

During Calendar Year 2025, the Ramco Steels utilised key raw materials integral to its manufacturing processes, including:

- **Steel**
- **Aluminium**
- **Casting materials**

These materials form the core inputs for forging, machining, heat treatment, and related production activities.

Material inflows are recorded through structured procurement systems, bills of materials, and goods receipt documentation to ensure traceability, accountability, and inventory control across operations.

In addition to material efficiency initiatives, the Ramco Steels follows structured procedures for the safe handling, storage, and use of chemicals and process materials used within operations. Hazardous and controlled substances are managed in accordance with documented internal procedures, with Material Safety Data Sheets (MSDS) maintained for all relevant chemicals to support safe handling, hazard communication, and emergency preparedness. Chemicals are stored in designated areas with appropriate labelling and operational precautions to minimise risks such as spills, leaks, or environmental contamination. Employee awareness and supervision further support responsible material usage practices and contribute to maintaining safe and environmentally responsible operations across production activities.



MATERIAL CONSUMPTION OVERVIEW

Ramco Steels maintains quantitative tracking of material procurement and movement through purchase documentation, inventory registers, and internal production records. These controls provide visibility into material inflows and support operational planning, stock management, and production scheduling.

Production output is used as the primary reference indicator for assessing material utilisation efficiency. This approach enables the Ramco Steels to monitor overall resource productivity while maintaining alignment with operational performance metrics.

RESOURCE EFFICIENCY

Material usage is reviewed through production logs and routine operational monitoring to identify opportunities for minimising avoidable losses and improving process precision. Oversight of scrap generation, machining accuracy, and material handling practices supports responsible resource utilisation.

While detailed material segmentation continues to be strengthened through internal systems, Ramco Steels remains focused on enhancing efficiency across its production cycle.

PACKAGING AND MATERIAL HANDLING

Packaging and material handling processes are governed through established operational procedures designed to ensure safe storage, efficient movement, and minimisation of material damage throughout the production process. These practices reduce operational losses and support workplace safety objectives.

CONTINUOUS IMPROVEMENT

The Ramco Steels remains committed to progressively strengthening material efficiency, enhancing internal tracking mechanisms, and improving operational optimisation as part of its broader environmental performance strategy. Through disciplined material management and ongoing operational oversight, Ramco Steels seeks to promote responsible resource utilisation across its manufacturing footprint.

ENERGY MANAGEMENT AND PERFORMANCE

ENERGY MANAGEMENT APPROACH

The Ramco Steels follows a structured approach to energy management aimed at improving operational efficiency and reducing greenhouse gas emissions across its manufacturing activities. Energy performance is guided by the Ramco Steels's Energy Consumption and Greenhouse Gas (GHG) Emissions Policy, which establishes commitments to energy efficiency, renewable energy adoption, and emissions reduction. Operational practices including internal energy audits, monitoring of significant energy uses, preventive maintenance of utilities, and employee awareness programs support continuous improvement in energy performance and responsible energy consumption across the facility.

ENERGY CONSUMPTION OVERVIEW

During the calendar year 2025, the Ramco Steels monitored and recorded energy consumption across all operational activities using utility records and fuel purchase documentation.
The energy consumption data presented in this report covers all manufacturing facilities and warehousing locations included within the reporting boundary of Ramco Steels for CY2025.
Energy data has been consolidated across all operational locations under the Company's operational control.

ENERGY CONSUMPTION

Energy Source	Value	UOM
Purchased Electricity	94579.84	GJ
Solar Energy	10226.88	GJ
Diesel – Mobile Combustion (Forklifts/Vehicles)	625.76	GJ
Diesel – Stationary Combustion (DG Sets)	3044.84	GJ
Petrol – Mobile Combustion	16.90	GJ
PNG (Natural Gas)	5504.69	GJ
LPG	27264.80	GJ
TOTAL	**1,41,263.71**	**GJ**

Energy data is compiled through utility bills, internal logs, and renewable energy metering systems.

ENERGY EFFICIENCY AND INTENSITY

During CY-2025, the Ramco Steels recorded a total energy consumption of 1,41,263.71 GJ, corresponding to an energy intensity of approximately **17.25 GJ per tonne of production**, reflecting the energy use associated with all manufacturing operations across the reporting facilities.
Energy intensity has been calculated by dividing the total energy consumed during CY2025 by the total production volume for the reporting period.

RENEWABLE ENERGY ADOPTION

The Ramco Steels integrates renewable energy into its energy mix through the use of solar power, supporting the transition toward lower-carbon energy sources and reducing reliance on conventional grid electricity. Renewable energy generation and consumption are monitored on a monthly basis as part of the Ramco Steels's broader energy management and climate action strategy.

During CY-2025, the solar energy system generated approximately 2840.8 MWh of renewable electricity. This contributed to the avoidance of approximately 2,017 tCO_2e of greenhouse gas emissions associated with grid electricity consumption, supporting the Ramco Steels's ongoing efforts to reduce its carbon footprint and advance its decarbonisation initiatives.



ENERGY REDUCTION INITIATIVES AND CONTROLS

The Ramco Steels has implemented structured energy management practices including:

- Periodic internal energy audits to identify inefficiencies and significant energy uses
- Operational controls to minimise idle running and losses
- Preventive maintenance of utilities and equipment
- Behavioural improvement through employee awareness programs

These practices are governed through formal SOPs and audit frameworks.

EMPLOYEE ENGAGEMENT ON ENERGY CONSERVATION

Regular training and awareness programs are conducted to build employee capability in energy-saving practices and climate action, including:

- Toolbox talks and awareness sessions
- Induction training
- Visual communication in operational areas

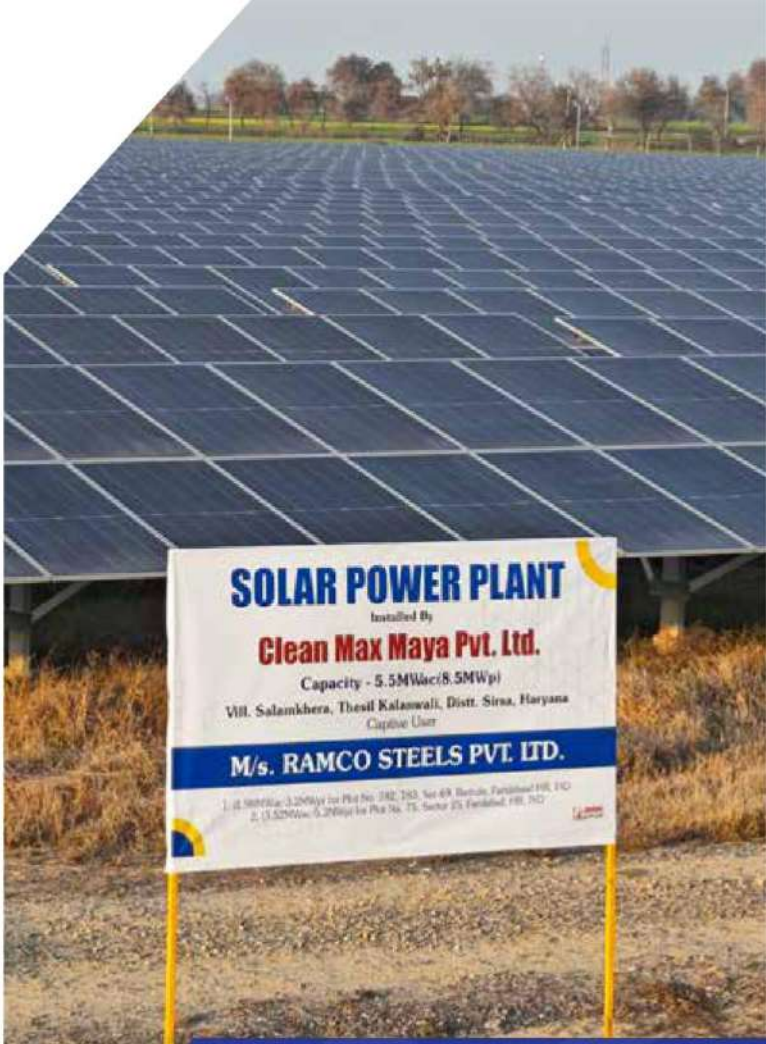
These initiatives reinforce energy-efficient behaviour across the workforce.

ENERGY & CLIMATE GOVERNANCE FRAMEWORK

Energy management and emissions reduction efforts are guided by the Ramco Steels's Energy Consumption & GHG Emissions Policy, which establishes:

- Clear commitments to efficiency improvement
- Renewable energy adoption goals
- Energy intensity and emissions reduction targets
- Audit and performance monitoring mechanisms

This policy provides strategic direction for continuous energy performance improvement.



WATER AND EFFLUENTS MANAGEMENT

WATER STEWARDSHIP AND MANAGEMENT APPROACH

The Ramco Steels adopts a structured approach to water stewardship aimed at ensuring responsible use of freshwater resources, preventing water pollution, and improving operational water efficiency. Water management practices are guided by the Ramco Steels's Water Management Policy, which establishes commitments to water conservation, wastewater control, regulatory compliance, and continuous improvement in water performance. Operational procedures support monitoring of water consumption, identification of water-saving opportunities, implementation of recycling and reuse initiatives, and periodic evaluation of water-related risks across manufacturing activities.

TOTAL WATER WITHDRAWAL AND CONSUMPTION

The water performance data presented in this report covers all manufacturing facilities and warehousing locations included within the reporting boundary of Ramco Steels for CY2025. Water withdrawal and consumption data have been consolidated across all operational locations under the Company's operational control.
Water consumption trends are periodically monitored and reviewed to identify improvement opportunities and support continual enhancement of water management performance. Water consumption data has Been compiled from water meter readings, tanker records, municipal supply records, and internal monitoring systems.

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During the calendar year 2025, the Ramco Steels withdrew a total of 1,563.93 kilolitres (KL) of water across its operational facilities to support manufacturing and associated activities. Water consumption is monitored through internal records and periodic water balance assessments to support efficient resource management, operational planning, and environmental performance monitoring. Based on the total production during the reporting period, the Ramco Steels recorded a water consumption intensity of approximately 0.19 KL per tonne of production, reflecting the water use associated with its operational processes

Total Water Withdrawal	**1563.93 KL**
Total Water Consumption	1563.93 KL

SOURCES OF WATER WITHDRAWAL

Water used across the Ramco Steels's operations is sourced from municipal supply and authorised private water tankers to support manufacturing processes, utilities, sanitation, and other operational requirements. Water withdrawal volumes are monitored through internal records and metering systems to ensure accurate tracking, responsible consumption, and effective management of water resources across operational facilities.

WATER REUSE AND CONSERVATION PRACTICES

The Ramco Steels implements water conservation and reuse practices to optimise freshwater Consumption and improve water-use efficiency across its operations. Key initiatives include the reuse of RO reject water for sanitation and other Suitable applications, internal recycling and reuse of water within operational processes wherever feasible, and the implementation of rainwater harvesting systems to support groundwater recharge. Water reuse initiatives are continuously monitored to identify opportunities for further optimisation, helping reduce dependence on freshwater resources while strengthening long-term water sustainability and operational resilience.

Percentage of employees trained on specific environmental issues	**100%**



WATER RISK MANAGEMENT AND WASTEWATER QUALITY CONTROL

Water-related risks are assessed through structured environmental assessments and periodic internal reviews aimed at identifying potential risks associated with water availability, usage, and wastewater management. Wastewater quality is monitored through periodic laboratory testing of relevant parameters to ensure responsible management of water discharges and compliance with applicable environmental standards. Operational controls are maintained for process-related water streams such as washing and ultrasonic cleaning activities to prevent environmental contamination and maintain responsible wastewater management practices.

EFFLUENT DISCHARGE AND REGULATORY COMPLIANCE

The Ramco Steels does not discharge effluent outside its operations and maintains responsible internal control of wastewater streams, with no regulatory actions or non-compliance related to water or effluent management reported during the reporting year.

BIODIVERSITY AND LAND USE MANAGEMENT

BIODIVERSITY GOVERNANCE AND POLICY FRAMEWORK

The Ramco Steels operates under a formal Biodiversity and Land Use Policy that outlines its commitment to protecting ecosystems, preventing biodiversity loss, maintaining green cover within operational sites, and ensuring responsible land use practices across all facilities, supported by structured controls for pollution prevention, plantation initiatives, environmental risk management, and continuous improvement.

LOCATION OF OPERATIONS AND SENSITIVE AREAS

All operational sites are located outside ecologically sensitive, protected, or biodiversity-rich areas, and no facilities are situated within or near legally designated conservation zones, national parks, wildlife sanctuaries, or other environmentally protected regions.

IMPACT ON LOCAL BIODIVERSITY AND ECOSYSTEMS

During the reporting year, the Ramco Steels's operations did not result in any significant adverse impacts on local biodiversity, natural habitats, water bodies, or surrounding ecosystems, with operational controls in place to prevent land degradation, pollution, and ecological disturbance.

PLANTATION, GREEN COVER, AND HABITAT ENHANCEMENT INITIATIVES:

The Ramco Steels undertakes regular plantation and green belt development activities within and around its operational premises to enhance green cover, promote native vegetation, and contribute to local environmental improvement, supporting broader biodiversity conservation objectives and responsible land stewardship.



CLIMATE AND EMISSIONS MANAGEMENT APPROACH

The Ramco Steels manages greenhouse gas emissions and air pollutants through a structured environmental management approach aimed at monitoring emission sources, reducing environmental impact, and supporting climate action objectives. Emissions management practices are guided by the Ramco Steels's Energy Consumption and GHG Emissions Policy and Air Pollution Prevention Policy, which establish commitments to emissions monitoring, operational efficiency, pollution control, and continuous improvement. The Ramco Steels tracks emissions from fuel combustion, electricity consumption, and relevant value chain activities using established carbon accounting methodologies aligned with internationally recognised frameworks.

GHG ACCOUNTING AND REPORTING APPROACH

The Greenhouse Gas (GHG) emissions inventory has been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064, ensuring a consistent and transparent approach to emissions quantification. The calculations follow a standard activity data multiplied by emission factor methodology, covering Scope 1, Scope 2, and relevant Scope 3 categories. Emission factors have been sourced from internationally recognized databases, including IPCC, DEFRA, Central Electricity Authority (CEA) for grid electricity, and Ecoinvent, wherever applicable. This approach ensures the accuracy, reliability, and comparability of the reported emissions data.

SCOPE 1 (DIRECT) EMISSIONS

Direct greenhouse gas emissions arising from fuel consumption in owned or controlled sources, including Diesel, LPG, and PNG usage, amounted to **2322.87 tCO_2e** during the reporting year. These emissions are calculated using recorded fuel consumption data and applicable emission factors.

Source	Consuption	Unit	Emissions (tCO_2e)
Stationary Combustion			
PNG	114.6811	Tonnes	294.71
LPG	576.423	Tonnes	1,694.32
Diesel – DG	70.8103	Tonnes	226.79
CO_2 Gas	8.1247	Tonnes	8.12
Total – Stationary Combustion			**2,223.94**
Fugitive Emissions			
Fire Extinguisher (CO_2)	0.501	Tonnes	0.52
R-32 Refrigerant	0.0748	Tonnes	50.63
Total – Fugitive Emissions			**51.15**
Mobile Combustion			
Diesel for Vehicles / Forklifts	14.56	Tonnes	46.61
Petrol for Vehicles	0.3814	Tonnes	1.20
Total – Mobile Combustion			**47.81**

SCOPE 2
(INDIRECT – PURCHASED ELECTRICITY) EMISSIONS

Indirect emissions from purchased electricity consumption total **18762.8 tCO_2e** for CY 2025. These emissions are derived from electricity consumption records and applicable grid emission factors

Source	Consuption	Unit	Location based (tCO_2e)	Market based (tCO_2e)
Purchased Electricity (Grid)	26,272.18	MWh	18,762.8	18,762.8
Total Scope 2 Emissions			18,762.8	18,762.8

SCOPE 3 (OTHER INDIRECT) EMISSIONS

Other indirect emissions, including those associated with purchased goods, transportation, logistics, and other relevant value chain activities, amounted to **74608.6 tCO_2e** during the reporting year. Scope 3 accounting supports a broader understanding of value chain impacts and informs future decarbonisation strategies.

Category	Emissions (tCO_2e)
Upstream Categories	
Purchased Goods & Services	72,472.01
Upstream Transportation & Distribution	7.583
Employee Commuting	331.26
Capital Goods	7.943
Business Travel	14.87
Waste Generated in Operations	368.32
Total – Upstream Emissions	**73,201.98**
Downstream Activities	
Downstream Transportation & Distribution	1,406.62
Total – Downstream Emissions	1,406.62
Total Scope 3 Emissions	**74,608.6 tCO_2e**

EMISSIONS INTENSITY

Scope	Emissions (tCO_2e)	Intensity (tCO_2e / tonne)
Scope 1	2,322.87	0.2836
Scope 2	18,762.8	2.2914
Scope 3	74,608.6	9.111
Total (Scope 1 + 2 + 3)	**95,694.28**	**11.69**

EMISSION REDUCTION INITIATIVES

The Ramco Steels undertakes various initiatives to reduce greenhouse gas emissions and improve climate performance. Key initiatives include the integration of renewable energy through solar power usage, implementation of energy efficiency practices across operations, periodic internal energy audits to identify efficiency opportunities, and preventive maintenance of utilities and equipment to minimise avoidable energy losses. These initiatives support the Ramco Steels's broader strategy to reduce operational emissions and improve overall energy performance.



AIR EMISSIONS AND AIR QUALITY MANAGEMENT

The Ramco Steels manages air emissions through a structured environmental management framework supported by a formal Air Emissions and Noise Management SOP and an Air Pollution Prevention Policy. These systems establish controls for identifying emission sources, implementing pollution prevention measures, and monitoring environmental performance across operations.

Operational controls include the use of engineering solutions such as fume extraction systems and mist collectors in machining operations to capture airborne pollutants and maintain workplace air quality. Preventive maintenance programs are implemented for utilities, DG sets, and other equipment to minimise emissions and ensure efficient operation.

Ambient air quality and stack emissions from combustion sources such as diesel generators are monitored periodically through external accredited laboratories to assess compliance with regulatory requirements and evaluate environmental performance trends. Monitoring results are reviewed internally to identify improvement opportunities and support continuous enhancement of air pollution control practices.

Environmental noise levels are also periodically assessed to minimise nuisance impacts and maintain a safe working environment.

AIR EMISSIONS AND ENVIRONMENTAL MONITORING

Monitoring Type	Source / Location	Parameter	Unit	Observed Value	Standard Limit	Compliance
Stack Emission	DG Set (500 KVA)	Particulate Matter (PM)	g/kWh	0.11	0.2	Within Limit
Stack Emission	DG Set (500 KVA)	Nitrogen Oxides (NOx)	g/kWh	0.18	4.0	Within Limit
Ambient Air Quality	Facility Premises	PM10	µg/m³	88	100	Within Limit
Ambient Air Quality	Facility Premises	PM2.5	µg/m³	37	60	Within Limit
Ambient Air Quality	Facility Premises	SO_2	µg/m³	11	80	Within Limit
Ambient Air Quality	Facility Premises	NO_2	µg/m³	30	80	Within Limit
Ambient Air Quality	Facility Premises	CO	mg/m³	0.97	4.0	Within Limit
Environmental Noise	Near Main Gate	Noise Level (Leq)	dB(A)	66.8	75	Within Limit



WASTE MANAGEMENT AND RESOURCE RECOVERY

WASTE GOVERNANCE AND OPERATIONAL CONTROLS

The Ramco Steels manages waste through a structured Waste Segregation, Handling and Disposal SOP supported by formal agreements with authorised hazardous waste disposal agencies for the collection, transportation, treatment, and final disposal of regulated waste streams. In addition, Material Safety Data Sheets (MSDS) are maintained for all hazardous chemicals and process materials to ensure proper classification, safe handling, spill prevention, and environmental risk control across operations.

These systems ensure regulatory compliance, traceability of waste streams, and responsible environmental management

WASTE GENERATION AND CLASSIFICATION

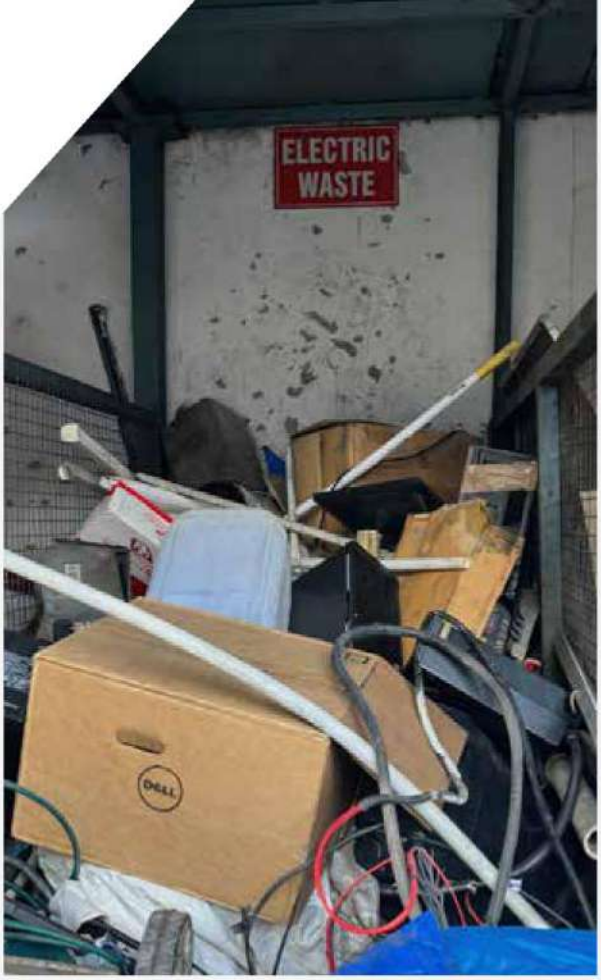
During the reporting year, the Ramco Steels generated a total of 195.213 tonnes of waste across its operations. Waste streams comprised both hazardous and non-hazardous materials, with hazardous waste accounting for 68.006 tonnes and non-hazardous waste amounting to 127.207 tonnes. Hazardous waste primarily included used oil, process residues, and other regulated industrial waste streams, while non-hazardous waste mainly consisted of packaging materials and other operational waste. All waste streams are monitored through internal waste tracking systems and are managed through authorised waste handlers in accordance with applicable environmental regulations.

WASTE GENERATION SUMMARY

Indicator	Value	UOM
Total Hazardous Waste Generated	68.006	Tonnes
Total Non-Hazardous Waste Generated	127.207	Tonnes
Total Waste Generated	195.213	Tonnes
Waste Generation Intensity	0.0238	t waste / tonne of production

WASTE SEGREGATION, HANDLING, AND DISPOSAL PRACTICES

Waste is segregated at source according to defined waste streams and stored in designated areas prior to disposal, ensuring safe handling and traceability, while all hazardous and regulated waste is disposed of through authorised and compliant waste management vendors in accordance with applicable environmental requirements.



WASTE RISK MANAGEMENT AND ENVIRONMENTAL PROTECTION

Potential environmental risks associated with waste streams, including soil or pollution impacts, are assessed through environmental audits and internal reviews, with mitigation measures implemented through structured waste handling procedures, monitoring systems, and continuous improvement actions to minimise environmental impact.

EMPLOYEE AWARENESS AND CONTINUOUS IMPROVEMENT

Employee awareness initiatives and internal guidance promote proper waste segregation and handling practices, while waste stream mapping and periodic reviews support ongoing improvement of waste management performance and operational efficiency.

WASTE MANAGEMENT OVERVIEW

The Ramco Steels follows structured waste segregation and disposal practices to ensure responsible management of different waste streams generated across operations.

Waste Type	Disposal Method
Recyclable Waste (Metal Scrap, Packaging)	By Sale to authorised recyclers
Hazardous Waste	Disposal through authorised waste management agencies
E-Waste	By Sale to authorised e-waste recycler
General Waste	Disposal through municipal waste collection systems

ENVIRONMENTAL COMPLIANCE AND GOVERNANCE

COMPLIANCE MANAGEMENT FRAMEWORK

The Ramco Steels maintains a structured environmental governance framework supported by formal policies, internal controls, and compliance monitoring mechanisms to ensure adherence to applicable environmental laws, regulations, and regulatory approvals. This framework promotes responsible operations, proactive risk management, and continuous improvement in environmental performance.

INTERNAL MONITORING AND AUDITS

Environmental compliance is monitored through formal internal mechanisms including compliance checklists, routine reviews, and periodic internal audits. In addition, regular environmental audits and management system reviews are conducted in alignment with ISO 14001:2015 principles to assess regulatory conformance, operational controls, and improvement opportunities.

REGULATORY COMPLIANCE STATUS

During the reporting year, the Ramco Steels recorded no instances of non-compliance with environmental laws or regulatory requirements. No financial or non-financial penalties, notices, or legal actions were imposed related to environmental matters.

CORRECTIVE AND PREVENTIVE ACTIONS

Where environmental risks or improvement opportunities are identified through audits or assessments, corrective and preventive actions are implemented to strengthen compliance performance and operational controls, ensuring ongoing adherence to regulatory obligations.

ENVIRONMENTAL CONSIDERATIONS IN PROCUREMENT

The Ramco Steels integrates environmental considerations into its procurement practices to support responsible sourcing and minimise environmental impacts across the value chain. Suppliers are encouraged to comply with applicable environmental regulations and adopt environmentally responsible practices in areas such as resource efficiency, waste management, and pollution prevention. Environmental expectations are communicated through supplier engagement processes and relevant contractual requirements, supporting the Ramco Steels's broader commitment to sustainable operations and responsible supply chain management.



SOCIAL IMPACT MESSAGE

At Ramco Steels, we place strong emphasis on building a responsible and people-centric workplace. Our social priorities are centred on employee safety, wellbeing, diversity, and continuous development.

We maintain a strong focus on occupational health and safety through structured systems, training programs, and preventive measures aimed at creating a safe working environment. We are equally committed to promoting fairness, equal opportunity, and a culture of mutual respect across the organisation.

Learning and development remain integral to our people strategy. Through targeted training and capability-building initiatives, we aim to empower employees and support long-term professional growth. We also encourage employee engagement through transparent communication and participative practices. Our commitment extends beyond the workplace. We strive to contribute positively to the communities around us through responsible business practices and social initiatives that
support inclusive growth.
Going forward, we will continue to strengthen our social framework and foster a workplace that supports wellbeing, growth, and shared success.

Akash Tanwar
Head – Human Resources
Ramco Steels Pvt Ltd



STRENGTH BEHIND OUR OPERATIONS

WORKFORCE & EMPLOYMENT PRACTICES

At Ramco Steels, our people form the backbone of our manufacturing excellence. Across forging, machining, heat treatment, and welding operations, it is the skill, discipline, and dedication of our workforce that enable precision engineering at scale.
For Calendar Year 2025, this disclosure covers all manufacturing plants and warehouses, reflecting the reporting boundary of the Company.

A STABLE AND STRUCTURED WORKFORCE

As of 31 December 2025, Ramco Steels employed 1720 individuals across its operations. Our workforce model reflects operational continuity, long-term employment relationships, and structured workforce planning aligned to production requirements.

WORKFORCE COMPOSITION— CY2025

Category	Number of Employees	Share of Total Workforce
Permanent Employees	1257	73.08 %
Contractual Employees	463	26.92 %
Total Workforce	1720	100 %

The predominance of permanent employment reflects our commitment to workforce stability, skill retention, and institutional continuity. Contractual workforce engagement is aligned with operational flexibility requirements and governed by applicable statutory provisions.

GENDER REPRESENTATION

The manufacturing and heavy engineering sector traditionally reflects a male-dominant demographic due to the nature of shop-floor operations. Nevertheless, Ramco Steels remains committed to equal opportunity employment and non-discriminatory hiring practices.

GENDER DISTRIBUTION CY2025

Gender	Number	% of Total Workforce
Male	1652	96.05 %
Female	68	3.95 %
Others	0	0
Total	**1720**	**100** %

The Company continues to uphold principles of merit-based recruitment, equal pay for equal work, and workplace dignity as articulated in its Code of Conduct and Non-Discrimination policies.

As a manufacturing-intensive organisation operating in forging and machining processes, Ramco Steels currently reflects a predominantly male workforce, with women representing 3.95% of total employees in CY2025.

The Company remains committed to equal opportunity employment and aims to gradually enhance female workforce participation over time while ensuring a safe and inclusive work environment.

EMPLOYMENT GOVERNANCE FRAMEWORK

Employment practices at Ramco Steels are governed by a structured policy ecosystem designed to ensure fairness, transparency, and compliance:

- Code of Business Ethics
- Fair Working Conditions SOP
- Career Development & Training SOP
- Grievance Redressal Procedure
- Child & Forced Labour Prevention SOP
- Anti-Discrimination & Harassment SOP

These frameworks collectively ensure:

- Compliance with applicable Indian labour laws
- Non-discriminatory hiring and employment conditions
- Structured grievance redressal mechanisms
- Defined employment categories and contractual clarity
- Protection against retaliation
- Ethical workforce management

Equal Opportunity & Non-Discrimination

Ramco Steels maintains a zero-tolerance approach toward discrimination, harassment, and unfair employment practices. Recruitment, promotion, compensation, and development decisions are guided by competence, performance, and organizational requirements.
All employment contracts clearly outline terms of service, wages, benefits, and working conditions in alignment with statutory frameworks.

SAFEGUARDING PEOPLE, EVERY SHIFT

OCCUPATIONAL HEALTH & SAFETY

At Ramco Steels, occupational health and safety is not treated as a compliance obligation—it is embedded into operational discipline. In a heavy engineering and forging environment, where high-temperature processes, mechanical operations, and precision machining intersect, proactive risk management is fundamental to sustaining performance.

Reporting Coverage: Unless otherwise stated, the occupational health and safety data presented in this section covers all manufacturing facilities and warehousing locations of Ramco Steels Pvt Ltd. included within the reporting boundary for CY2025.

GOVERNANCE & CERTIFICATION

Ramco Steels maintains an Occupational Health & Safety Management System certified under ISO 45001:2018, reinforcing a structured, internationally aligned approach to workplace safety.

The OHS framework is supported by:

- Occupational Health & Safety SOP
- Hazard Identification & Risk Assessment (HIRA) Matrix
- Emergency Preparedness & Response Plans
- Equipment Inspection Protocols
- Contractor Safety Controls
- Grievance Redressal Mechanism

The safety management system integrates engineering controls, administrative measures, and personal protective equipment (PPE) protocols across all operational units.

RISK-BASED SAFETY MANAGEMENT

The Company follows a structured Hazard Identification and Risk Assessment (HIRA) methodology across production activities Including CNC turning, broaching, spline rolling, honing, grinding, and heat treatment operations.

The risk assessment matrix evaluates:

- Severity (S)
- Probability of Occurrence (O)
- Control Effectiveness (C)
- Risk Priority Number (RPN = S × O × C)

Significant risks identified during CY2025 included:

- Coolant and oil leakages
- Noise exposure
- Fire hazards due to short circuits
- Exposure to metal particles and fumes
- Skin allergies due to coolant handling
- Mechanical injury risks from machine components

Mitigation measures implemented include:

- Secondary containment systems for coolant storage
- Safety guards and interlock systems
- Periodic air quality testing
- PPE enforcement
- Machine safety walls and limit switches
- Preventive maintenance protocols
- Administrative controls through work instructions

The integration of engineering and administrative safeguards demonstrates systematic risk reduction rather than reactive incident response.





EMERGENCY PREPAREDNESS & CONTRACTOR SAFETY

Emergency action plans are established across facilities, including fire prevention systems and defined response protocols.

Health and safety coverage extends beyond direct employees to include:

- Contract workers
- Maintenance personnel
- Third-party operators on premises

Contractual workforce engagement is governed under the same safety standards and PPE requirements as permanent employees.

PREVENTIVE & OCCUPATIONAL HEALTH MEASURES

The Company implements a range of preventive safety initiatives across its operations, including regular equipment safety inspections, strict monitoring of personal protective equipment (PPE) compliance, structured hazard communication, and ongoing employee awareness training. Controls are in place to manage hazardous substance exposure and mitigate noise-related risks, along with preventive measures aimed at reducing repetitive strain injuries (RSI).

Workplace policies also recognise stress management and psychological wellbeing as important components of occupational health. In addition, health surveillance and medical monitoring are conducted in alignment with statutory requirements and established internal protocols to ensure continued workforce safety and wellbeing.

EMPLOYEE PARTICIPATION & GRIEVANCE INTEGRATION

Safety concerns may be escalated through:

- Supervisory reporting channels
- Grievance Redressal Committee
- Formal complaint mechanisms

The Grievance Redressal Procedure ensures structured, time-bound resolution of safety-related concerns and reinforces non-retaliation principles.

SAFETY CULTURE & CONTINUOUS IMPROVEMENT

Indicator	CY2025
Work-related Accidents	0
Days Lost Due to Injury	0
Fatalities	0
Average Training Hours per employee	12 hrs.
% Sites Covered by Health & safety Risk Assessment	100 %
ISO 45001 Coverage	40%

ISO 45001 coverage was 40% during CY2025. Certification coverage will subsequently increased beyond the reporting-period coverage.



SAFETY CULTURE & CONTINUOUS IMPROVEMENT

Ramco Steels views safety performance not solely through incident statistics, but through the strength and reliability of its safety management systems. Risk identification, preventive engineering controls, procedural discipline, and continuous workforce awareness collectively shape the Company's safety culture. As manufacturing processes evolve and operational complexity increases, the focus remains on strengthening proactive risk detection, enhancing contractor safety integration, advancing behavioural safety awareness, and monitoring both leading and lagging safety indicators. The Company believes that operational excellence can only be sustained when safety performance remains uncompromised.

SOCIAL DIALOGUE & EMPLOYEE REPRESENTATION

Ramco Steels fosters an open and structured communication environment. In a high-precision manufacturing ecosystem, constructive dialogue between workforce and management is essential to operational stability and employee trust. The Company respects the principles of freedom of association and employee representation in accordance with applicable Indian labour laws. Employees are encouraged to raise concerns, provide feedback, and participate in workplace discussions without fear of retaliation.

ENGAGEMENT FRAMEWORK

Workforce dialogue is supported through:

- **Department-level interactions**
- **HR engagement channels**
- **Supervisory reporting structures**
- **Formal grievance escalation procedures**

These channels address matters relating to working conditions, safety, employment terms, and workplace conduct.



FAIR WORKING CONDITIONS

RESPONSIBLE EMPLOYMENT PRACTICES

Ramco Steels is committed to providing fair, lawful, and transparent working conditions. In a labour-intensive engineering environment, structured employment governance is essential to ensuring workforce stability, operational continuity, and regulatory compliance. The Company's working conditions framework is guided by its Fair Working Conditions SOP, Code of Business Ethics, and statutory labour law requirements.

WAGES & COMPENSATION PRACTICES

Ramco Steels ensures that all employees are compensated in accordance with applicable wage laws and contractual terms. Compensation structures are clearly defined at the time of employment and communicated transparently.

The Company maintains:

- **Statutory wage compliance**
- **Defined overtime compensation practices**
- **Clear employment contracts**
- **Structured payroll administration**

Applicable labour regulations and internal control procedures govern compensation for additional or atypical working hours.

CY2025 EMPLOYMENT METRICS

Indicator	CY2025
Total Workforce	1720
Female Employees	68
Female Workforce Representation	3.95%
Confirmed Discrimination / Harassment Incidents	0

EMPLOYEE WELFARE & BENEFITS

The Company provides employee welfare measures consistent with statutory and operational requirements, including:

- **Health coverage provisions**
- **Workplace amenities**
- **Safe and hygienic facilities**
- **Access to grievance mechanisms**

These measures aim to support both physical wellbeing and workplace dignity.

WORKING HOURS & OVERTIME MANAGEMENT

Working hours are managed in alignment with statutory provisions. Overtime engagement is monitored and compensated in accordance with regulatory requirements.

Administrative controls are in place to:

- **Track attendance and work hours**
- **Prevent excessive working hours**
- **Ensure appropriate rest intervals**

This structured approach supports workforce wellbeing while maintaining production efficiency.





COMMITMENT TO RESPONSIBLE EMPLOYMENT

Ramco Steels recognizes that responsible working conditions are central to operational sustainability. By aligning compensation practices, working hours management, and grievance systems with regulatory and ethical standards, the Company seeks to ensure fairness, transparency, and workforce stability across its operations.





LEARNING, GROWTH & CAPABILITY BUILDING

TRAINING & CAREER DEVELOPMENT

At Ramco Steels, operational excellence is inseparable from workforce capability. In a manufacturing ecosystem driven by precision engineering, forging integrity, and process discipline, sustained competitiveness depends on continuous skill enhancement and structured professional development.

The Company's approach is governed by its Career Development SOP, which establishes a formal framework for identifying competency requirements, addressing skill gaps, and fostering long-term employee growth.

Employee development at Ramco Steels is anchored in a structured performance management system. Periodic performance discussions are conducted to assess technical proficiency, behavioural competencies, and operational contribution. These reviews are not limited to evaluation; they serve as structured dialogues aimed at identifying training needs, aligning individual growth with operational objectives, and reinforcing accountability.

Given the technical nature of forging, machining, and heat treatment processes, skill development remains a priority. Training initiatives during the year included operational safety reinforcement, machine handling protocols, quality control awareness, process optimization, and workplace compliance standards. Delivery methods combined classroom instruction, on-the-job learning, and supervisory guidance, ensuring both theoretical understanding and practical application.

The Company promotes equitable access to development opportunities across permanent and contractual employees where role relevance applies. This inclusive approach supports workforce stability and reinforces merit-based progression principles embedded within the Company's Code of Conduct. By institutionalising capability building as a continuous process rather than a one-time intervention, Ramco Steels seeks to strengthen operational resilience, enhance productivity, and cultivate a technically proficient workforce prepared to meet evolving industry demands.

CHILD & FORCED LABOUR PREVENTION

Ramco Steels maintains a zero-tolerance approach towards child labour, forced labour, bonded labour, and human trafficking across all its operations. The Company complies with applicable Indian labour laws, internationally recognised labour standards, and the core principles of the International Labour Organization (ILO). These commitments are embedded in the Company's Code of Conduct and supported by responsible recruitment practices, age verification procedures, employee awareness, and periodic monitoring to ensure a fair, safe, and ethical workplace.

PREVENTIVE CONTROLS

To eliminate risks of exploitative labour practices, the Company implements:

- **Mandatory age verification prior to hiring**
- **Statutory documentation checks during recruitment**
- **Clearly defined employment contracts**
- **Transparent wage payment practices**
- **Prohibition of coercive or involuntary employment**
- **Accessible grievance redressal mechanism**

Workforce records are periodically reviewed to ensure continued compliance.

CY2025 STATUS

Indicator	CY2025
Confirmed Child Labour	0
Incidents Confirmed Forced Labour	0
Age Verification Process	Implemented across operations

Ramco Steels recognizes that responsible industrial growth requires unwavering respect for human dignity, and remains committed to ethical and lawful employment practices throughout its operations.



DIVERSITY, INCLUSION & EQUAL OPPORTUNITY

NON-DISCRIMINATION

Ramco Steels is committed to fostering a workplace grounded in fairness, dignity, and equal opportunity. In a manufacturing environment characterized by technical specialization and operational intensity, the Company upholds merit-based employment practices and zero tolerance for discrimination or harassment.

The Company's Non-Discrimination & Harassment SOP and Code of Conduct establish clear expectations regarding professional conduct, equitable treatment, and respectful workplace behaviour. Recruitment, promotion, training, and compensation decisions are based on competence, performance, and business requirements—without bias related to gender, caste, religion, ethnicity, age, or other protected characteristics.

COMMITMENT TO RESPECTFUL WORKPLACES

Ramco Steels views workplace dignity as fundamental to operational stability and employee engagement. By embedding anti-discrimination safeguards within recruitment, policy governance, and grievance systems, the Company reinforces its commitment to equitable and respectful employment practices across its operations.

WORKPLACE SAFEGUARDS

To reinforce an inclusive environment, Ramco Steels maintains:

- **Equal opportunity hiring practices**
- **Defined anti-harassment provisions**
- **Structured grievance reporting channels**
- **Protection against retaliation**
- **Remediation procedures for confirmed violations**

All employees have access to formal complaint mechanisms through the Grievance Redressal Committee.

Number of identified discrimination or harassment incidents or corrective actions	**0**

The Company recognizes the gender imbalance inherent in heavy manufacturing sectors and remains committed to strengthening diversity representation over time while maintaining merit-based employment principles.



HUMAN RIGHTS RISK ASSESSMENT & DUE DILIGENCE

Respect for human rights at Ramco Steels extends beyond policy commitments into operational oversight and preventive controls. Operating within a labour-intensive manufacturing environment, the Company recognizes the importance of proactively identifying and mitigating risks related to labour practices, workplace dignity, and statutory compliance.

Human rights considerations are embedded within:

- **Code of Conduct**
- **Child & Forced Labour Prevention SOP**
- **Non-Discrimination & Harassment SOP**
- **Occupational Health & Safety SOP**
- **Grievance Redressal Procedure**

RISK IDENTIFICATION & OVERSIGHT

Human rights risk monitoring is integrated within operational and HR governance processes. These include:

- **Structured workforce documentation review**
- **Age verification and employment eligibility checks**
- **Monitoring of working hours and wage compliance**
- **Health & safety risk assessments (HIRA)**
- **Grievance mechanism accessibility**

Through these controls, potential risks related to coercion, unsafe working conditions, discrimination, or unfair labour practices are systematically mitigated.

Indicator	CY2025
Sites Covered by Internal Labour & Human Rights Controls	100 %
Formal Human Rights Risk Assessment	100 %
Confirmed Human Rights Violations	0

By embedding human rights oversight within operational systems rather than treating it as a standalone compliance exercise, Ramco Steels reinforces responsible employment governance across its manufacturing footprint.

RESPONSIBLE SUPPLY CHAIN PRACTICES

Ramco Steels extends its social responsibility commitments to its supply chain through a structured Sustainable Procurement Policy. Suppliers are expected to comply with applicable labour, human rights, environmental, and ethical standards, including strict prohibition of child labour, forced labour, and unsafe working conditions. Sustainability criteria are integrated into supplier onboarding and evaluation processes, supported by defined compliance requirements, documentation verification, and a risk-based due diligence approach. Through continuous monitoring and engagement, the Company aims to strengthen transparency, accountability, and responsible practices across its sourcing ecosystem.

GRIEVANCE REDRESSAL & WHISTLEBLOWER MECHANISM

Ramco Steels maintains a formal Grievance Redressal Mechanism accessible to all employees and relevant stakeholders. The mechanism enables confidential reporting of concerns related to workplace safety, discrimination, labour practices, human rights, or ethical conduct.

Complaints may be submitted through supervisory channels, HR representatives, or the designated Grievance Redressal Committee. All concerns are reviewed through a structured, time-bound investigation process, with strict non-retaliation safeguards.
During CY2025, no material unresolved grievances were reported.





TRAINING & AWARENESS

The organization conducts periodic training programs covering operational excellence, quality management, digital skills, sustainability awareness, and regulatory compliance. These programs are conducted annually or as required to strengthen employee capabilities and support responsible business practices.

Sr. No.	Training Topic	Frequency
1	5S Workplace Management	Annual
2	Kaizen & Poka-Yoke (Continuous Improvement)	Annual
3	Corporate Policies & Employee Motivation	Annual
4	Cyber Security Awareness	Annual
5	CQI-9 Heat Treatment System Assessment	Annual
6	MS Excel & Digital Skills	Annual
7	ERP System Training	Annual
8	3D Modelling (SolidWorks / Design Tools)	Annual
9	ISO 9001 & IATF **16949** Quality Management Systems	Annual
10	7 QC Tools for Quality Improvement	Annual
11	**4M** Change Management	Annual
12	Corporate Social Responsibility (CSR) Awareness	Annual
13	Sustainability & Environmental Responsibility	Annual
14	CBAM & Carbon Footprint Awareness	Annual
15	Welding Defects & Welding Quality	Annual
16	Gear & Hobbing Process Awareness	Annual
17	Employee Motivation & Engagement	Annual
18	Legal & Regulatory Compliance	Annual
19	APQP – Advanced Product Quality Planning	Annual
20	MSA – Measurement System Analysis	Annual



COMMUNITY ENGAGEMENT & SOCIAL CONTRIBUTION

LOCAL COMMUNITIES

Ramco Steels recognizes that sustainable industrial growth must extend beyond operational excellence to meaningful social contribution. As a manufacturing organization operating in Faridabad, Haryana, the Company remains committed to supporting vulnerable communities through structured and transparent CSR initiatives.

During Calendar Year 2025, the Company contributed a total of ₹ **20,24,658** toward community welfare initiatives across education, healthcare, and social upliftment. All contributions were made to registered charitable institutions eligible under Section 80G of the Income Tax Act, 1961, ensuring regulatory compliance and financial transparency.

FOCUS AREAS CY2025

01 EDUCATION & CHILD SPONSORSHIP

A significant portion of CSR investment was directed toward improving access to education and supporting underprivileged children. Contributions supported:

- **Child sponsorship programs**
- **Educational access for economically weaker sections**
- **Support to tribal education initiatives**
- **Assistance to educational institutions serving vulnerable groups**

Major beneficiaries included No Child Alone, Lakshyam, Saint Hardyal Educational & Orphans Welfare Society, and Friends of Tribal Society.

02 HEALTHCARE & SOCIAL WELFARE

Ramco Steels also extended support toward healthcare and humanitarian causes, including:

- **HIV/AIDS awareness and patient support initiatives**
- **Welfare programs for underprivileged and marginalized communities**
- **Support to charitable trusts addressing social vulnerability**

Contributions were made to organizations such as India HIV/AIDS Alliance and Riddhi Siddhi Charitable Trust.

03 INCLUSION & DISABILITY SUPPORT

The Company provided financial assistance to the Educational-cum-Vocational Association for the Disabled, reinforcing its commitment to inclusion and equitable opportunity for differently-abled individuals.

Indicator	CY2025
Total CSR Contribution	₹ 20,24,658
Focus Areas	Education, Healthcare, Social Welfare
Nature of Contribution	Financial Donations
Compliance Status	80G Registered Institutions
Geographic Focus	India

GOVERNANCE & TRANSPARENCY

All CSR contributions during CY2025 were:

- **Made through documented banking transactions**
- **Supported by official donation receipts**
- **Provided to legally registered charitable institutions**
- **Maintained with proper financial records for audit and disclosure**

The Company ensures that community contributions are executed with accountability, traceability, and alignment with its broader social responsibility objectives.

COMMITMENT TO INCLUSIVE GROWTH

Through structured philanthropic engagement, Ramco Steels seeks to contribute to inclusive development by supporting education, healthcare access, and community welfare.

The Company views CSR not as a compliance obligation but as an extension of its values-driven approach to responsible business conduct.

GOVERNANCE FRAMEWORK

Effective corporate governance forms the foundation of responsible and sustainable business practices at Ramco Steels. The Company maintains a structured governance framework designed to ensure ethical decision-making, regulatory compliance, risk oversight, and accountability across all operations.

The governance structure is led by the Company's leadership and senior management, who are responsible for overseeing business strategy, operational performance, and compliance with applicable legal and regulatory requirements. Governance oversight includes monitoring of business ethics, financial integrity, risk management, and sustainability practices.

To support responsible governance, Ramco Steels has established a comprehensive policy framework that defines expectations for ethical conduct, transparency, and responsible business behaviour. Key governance policies implemented by the Company include:

- **Anti-Corruption & Anti-Bribery Policy**
- **Anti-Money Laundering Policy**
- **Conflict of Interest Policy**
- **Fraud Prevention Policy**
- **Information Security Policy**
- **Code of Business Ethics**

These policies are supported by structured internal procedures and operational controls that guide employee conduct, risk management practices, and compliance monitoring across the Ramco Steels.

The governance framework also incorporates internal review mechanisms, training programs, and reporting channels to ensure that ethical standards and compliance expectations are consistently communicated and implemented throughout the Company's operations.

Through this structured governance system, Ramco Steels seeks to strengthen organisational integrity, promote transparency in business practices, and reinforce accountability across all levels of the organisation

GOVERNANCE STRUCTURE



B. M. Mittal
Chairman



Paresh Mittal
Director



Nitin Mittal
Director

Plant Head
(Plant-01 & Plant-03)

Rajesh Pandey

Plant Head
(Plant-02 , Plant-04 & Plant-05)

Kuldeep Bhati

Production Head - Plant-03

Neeraj Kumar

Production Head - Plant-04

Amit Kumar

Production Head - Plant-05

Kishor Mehta

The organisational structure of Ramco Steels Pvt Ltd supports effective governance, operational oversight, and clear accountability across leadership and plant-level management.

GOVERNANCE COMMITTEES

ESG COMMITTEE

Name of Person	Designation
Kuldeep Bhati	Mentor / Plant Head
Akash Tanwar	DGM – HR
Anil Sharma	QMS Manager
Kunal Ranjan	IE Manager
Kamal Sharma	Executive – Sustainability

INTERNAL COMPLAINTS COMMITTEE (POSH)

Name of Person	Designation
Niyati Garg	Presiding Officer
Ashu Arora	External Member (Advocate)
Khushi	Member
Akash Tanwar	Member
Rohit Singh	Member

GRIEVANCE REDRESSAL COMMITTEE

Name of Person	Designation
Kuldeep Bhati	Chairperson – Employer
Akash Tanwar	Member – Employer
Rohit Singh	Member – Employer
Rajbir Singh	Member – Employee
Sonu Mandal	Member – Employee
Rashmi Kant	Member – Employee

CANTEEN COMMITTEE

Name of Person	Designation
Rohit Singh	Leader – Employer
Ravi Bhati	Member – Employer
Gagandeep	Member – Employer
Kapoor	Member – Employer
Sonu Mandal	Member – Employee
Rajbir Singh	Member – Employee
Dinesh Singh	Member – Employee





ETHICAL BUSINESS CONDUCT

Ethical conduct and integrity are fundamental principles guiding business operations at Ramco Steels. The Company is committed to conducting its activities in a responsible, transparent, and lawful manner, ensuring that all employees and business partners uphold the highest standards of professional behaviour.

The Company's expectations for ethical conduct are articulated through its Code of Business Ethics, which establishes clear guidelines on responsible decision-making, compliance with laws and regulations, prevention of unethical practices, and maintenance of professional integrity in all business interactions. The Code applies to all employees and management personnel and serves as a foundational reference for workplace conduct.

To reinforce these principles, Ramco Steels implements structured policies addressing key areas of business ethics, including anti-corruption, conflict of interest management, fraud prevention, anti-money laundering, and responsible information management. These policies provide clear guidance on identifying ethical risks, reporting concerns, and ensuring compliance with established standards.

Employee awareness and capability building form an important component of the Company's ethics framework. Ethics training programs and induction sessions are conducted to familiarise employees with organisational policies, ethical expectations, and reporting mechanisms. New employees receive ethics-related orientation as part of the onboarding process, while periodic refresher training helps reinforce responsible business conduct across the workforce.
Through a combination of policy frameworks, employee training, and governance oversight, Ramco Steels promotes a culture of integrity and accountability, ensuring that ethical considerations remain embedded in everyday business practices.

BUSINESS ETHICS & INTEGRITY

ANTI-CORRUPTION & ANTI-BRIBERY

Ramco Steels maintains a zero-tolerance approach toward corruption, bribery, and unethical financial practices. The Company's Anti-Corruption & Anti-Bribery Policy establishes clear guidelines prohibiting the offering, giving, or accepting of any improper advantage in connection with business activities. The policy is supported by defined operational procedures, internal approval controls, and employee awareness programs aimed at strengthening ethical decision-making and transparency in business transactions. Employees are encouraged to report concerns through the Company's whistleblower mechanism.

During CY2025, the Company recorded no confirmed incidents of corruption or bribery.

FRAUD PREVENTION & FINANCIAL INTEGRITY

The Company has established a Fraud Prevention Policy designed to safeguard organisational assets and maintain financial integrity. The policy outlines preventive controls, reporting mechanisms, and investigation procedures for suspected fraudulent activities.

Employees are encouraged to report any suspected irregularities through defined reporting channels. Investigations are conducted in accordance with internal procedures to ensure fairness, confidentiality, and appropriate corrective actions where required.

CONFLICT OF INTEREST MANAGEMENT

Ramco Steels has implemented a Conflict of Interest Policy to ensure that business decisions are made objectively and in the best interests of the Ramco Steels. Employees and management are required to disclose any personal, financial, or professional interests that could influence their responsibilities.

The policy promotes transparency and accountability by requiring timely declaration and review of potential conflicts, enabling the Company to manage such situations through appropriate oversight mechanisms.

RESPONSIBLE INFORMATION MANAGEMENT & DATA SECURITY

Protecting confidential information and maintaining data integrity are key components of Ramco Steels governance framework. The Company has implemented an Information Security Policy that establishes controls for safeguarding sensitive business information, digital assets, and stakeholder data.

Operational procedures guide employees on responsible information handling, cybersecurity awareness, and prevention of unauthorised access or data misuse. Training programs and internal controls support the effective implementation of information security practices across the Ramco Steels.

During CY2025, the Company recorded no confirmed information security incidents.

ANTI-MONEY LAUNDERING

Ramco Steels maintains an Anti-Money Laundering (AML) Policy to prevent the misuse of business operations for illicit financial activities. The policy requires employees to exercise due diligence in business transactions and to remain vigilant in identifying suspicious financial behaviour.

The Company ensures that financial transactions are conducted transparently and in compliance with applicable regulatory requirements, thereby strengthening financial governance and preventing unlawful activities.

WHISTLEBLOWER & ETHICS REPORTING MECHANISM

Ramco Steels maintains a whistleblower mechanism that allows employees and stakeholders to report suspected unethical conduct, corruption, fraud, or other compliance concerns in a confidential manner.

The reporting framework ensures protection against retaliation and provides a structured process for reviewing and investigating reported concerns. This mechanism supports transparency, accountability, and early identification of potential governance risks. During CY2025, the Company received no whistleblower complaints related to ethics violations.

The reporting framework ensures confidentiality and protection against retaliation for individuals who raise concerns in good faith.



GOVERNANCE PERFORMANCE INDICATORS (CY2025)

To ensure transparency and accountability in ethical business conduct, Ramco Steels monitors key governance indicators related to ethics compliance, employee awareness, reporting mechanisms, and oversight. These indicators support internal monitoring and continuous improvement of the Company's governance framework.

Indicator	CY2025
Number of whistleblower reports received	0
Confirmed corruption incidents	0
Confirmed information security incidents	0
Employees trained on business ethics	89%
Ethics training frequency	Annual
New joiner ethics induction coverage	100%
Refresher training completion rate	90%
Board / management oversight on ethics	Yes
Anti-corruption policy coverage	100%
Conflict of interest declarations completed	Yes
Regulatory penalties related to ethics	0
Data privacy breaches	0

100% of all sites are audited internally on a specific business ethics issue.
These indicators demonstrate the Company's focus on strengthening ethical governance, promoting employee awareness and maintaining transparency in business practices.

STRENGTHENING ETHICAL GOVERNANCE

Ramco Steels remains committed to strengthening its governance systems through continuous policy development, employee awareness programs, and effective monitoring mechanisms. By embedding ethical principles into operational processes and decision-making structures, the Company seeks to uphold integrity, transparency, and accountability across all areas of its business.



FUTURE ACTION PLAN

ENVIRONMENTAL

- Initiate the process of setting Science Based Targets (SBTi) for greenhouse gas emissions reduction starting in 2026.
- Continue improving energy efficiency and explore opportunities to increase the share of renewable energy in operations.
- Strengthen monitoring of water consumption, emissions, and waste generation to support improved environmental performance tracking.

SOCIAL

- Expand employee training and awareness programs related to workplace safety, sustainability, and responsible work practices.
- Continue strengthening occupational health and safety systems to maintain a safe working environment.
- Encourage initiatives that support employee wellbeing, skill development, and workplace inclusivity.

GOVERNANCE

- Strengthen ESG data management and internal monitoring systems to improve transparency in sustainability reporting.
- Continue enhancing supplier engagement to promote responsible environmental and labour practices across the supply chain.
- Periodically review ESG policies and governance mechanisms to align with evolving regulatory and stakeholder expectations.



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ENVIRONMENTAL

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GOVERNANCE

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RAMCO STEELS