

06

PEOPLE

Social-Responsibility in
Collaboration for Future
Impact



Harnessing Human Capital

At Roop Automotives Limited, we acknowledge that sustainable growth is crucial for reaching our business objectives. We believe that sustainable growth involves the careful management of our resources, including financial, natural, human and social capital. Therefore, we have made it a priority to invest in our human resources, recognizing them as a fundamental driver of our success.

We have cultivated a culture that prioritizes diversity, equity and inclusion, offering a foundation for nurturing, empowering and holding our employees accountable. We are committed to fostering an environment where everyone can thrive and support one another's growth. Our dedication to our employees has earned us recognition as a great place to work and we continue to invest in our valuable human resources.

Roop Automotives Limited is proud to have earned its second Great Place To Work (GPTW) certification for 2023-2024, achieving an impressive score of 87, where the highest score achievable was 89. This accolade highlights our steadfast commitment to the well-being and professional development of our employees.

We align our business goals with individual development plans to incentivize and retain top talent strategically. Our objective is to set new benchmarks of excellence by focusing on sustainability, inclusivity and empowering our employees.



Core strengths

Customer Advocacy

**Contribution to
society**

Resources and equipment

Clear Business Vision

Competence of Management

We strategically align our business objectives with individual development plans, incentivizing and retaining top talent. We aim to establish new standards of excellence through sustainability, inclusivity and employee empowerment

Employee Engagement and Benefits

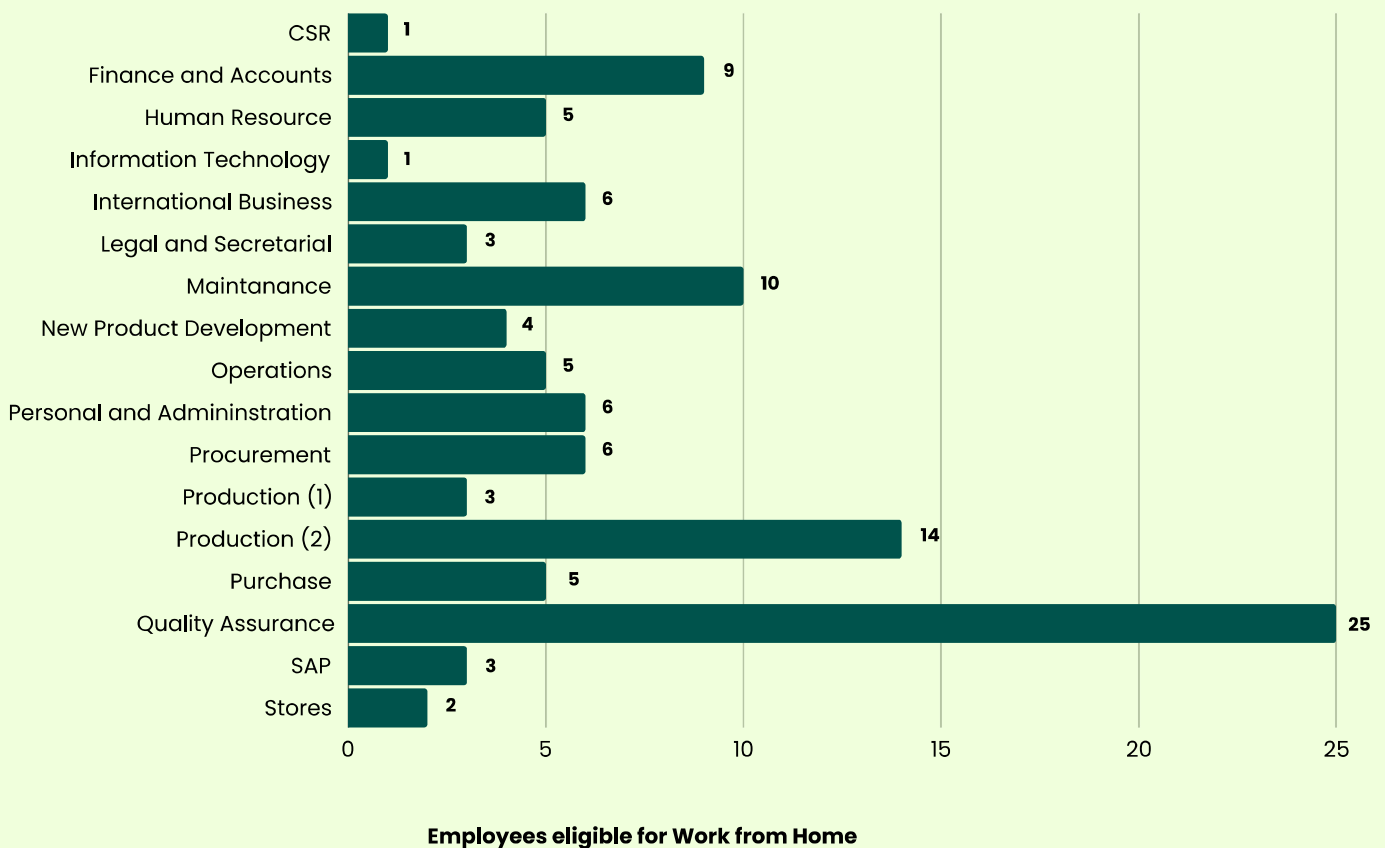
At Roop Automotives Limited, we are dedicated to fostering employee engagement and aim to become the employer of choice. Our commitment to continuous improvement, open communication and an engaged workforce aligns with our goal of building a strong human capital foundation.

To support employee well-being, we offer a comprehensive benefits package that includes medical insurance (through fixed reimbursement), alternate Saturday holidays, retirement provisions (as per PF and Gratuity policy), subsidized meals, transportation assistance and flexible working hours. Additionally, we provide parental leave and work-from-home options to effectively meet our employees' needs.



The work-from-home option is helping employees maintain a healthy work-life balance and reduce commuting stress. This flexible arrangement has also been crucial in ensuring business continuity during unforeseen circumstances, allowing seamless operations from any location

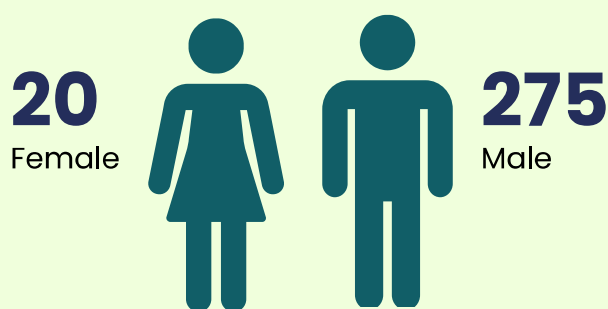
Additionally, we prioritize creating a supportive work environment and nurturing a culture of continuous growth and career advancement for our valued employees. Our unwavering commitment to fair compensation and reasonable working hours ensures an environment that is both supportive and ethical.



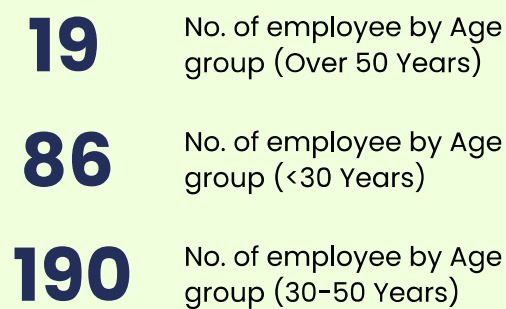
Moreover, we place a high priority on fostering a supportive work environment and cultivating a culture of ongoing growth and career advancement for our esteemed employees. Our steadfast commitment to fair compensation and reasonable working hours fosters an environment that is both supportive and ethical.

Diversity and Inclusion

At Roop Automotives Limited, we foster an inclusive culture that celebrates diverse talents and perspectives. Our key objectives include recognizing contributions from various age groups, promoting gender equality and empowering women. We view diversity as a fundamental strength for business success and ensure equal opportunities for all applicants, regardless of any characteristic. New employees are welcomed based on demonstrated skills and alignment with our values, reinforcing an inclusive workplace culture.



No of employee by Gender-based

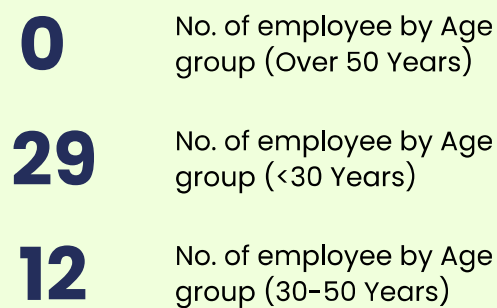


No of employee by Age group

Throughout the reporting period of 2023-2024, Roop Automotives Limited adhered to hiring principles centred on skill proficiency and meritocracy. Our commitment to non-discrimination extends to colour, age, sex, religion and region during the hiring process. We maintain a steadfast approach that provides equal opportunities to all applicants, emphasizing a fair and unbiased recruitment process.



Number of New Employees hires by Gender-Based



Number of New Employees hires by Age Group

In the financial year 2023–24, we recorded a 13.18% employee turnover rate.

Employee Turnover Rate by Age group (<30 Years)

16

Employee Turnover Rate by Age group (30–50 Years)

24

Employee Turnover Rate by Age group >50 Years

0

Employee Turnover Rate by Age group (Female)

4

Employee Turnover Rate by Age group (Male)

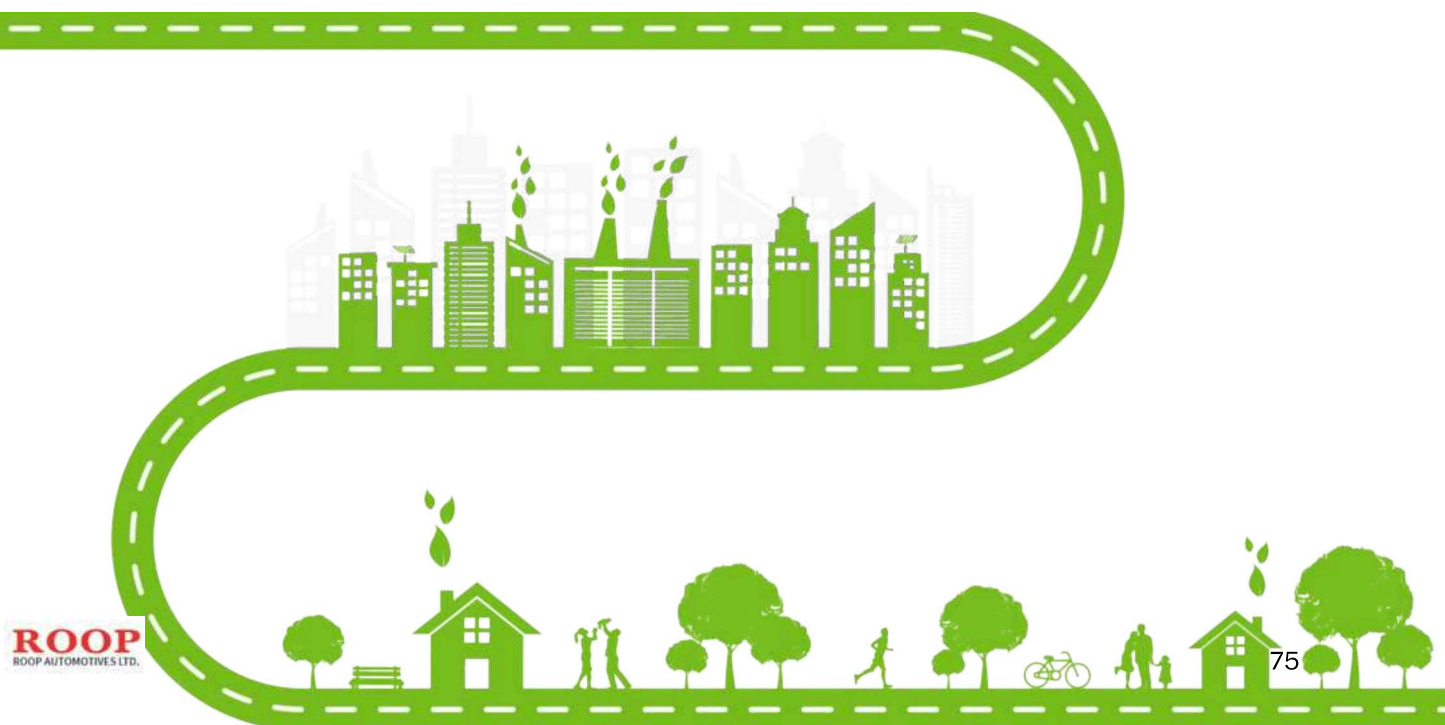
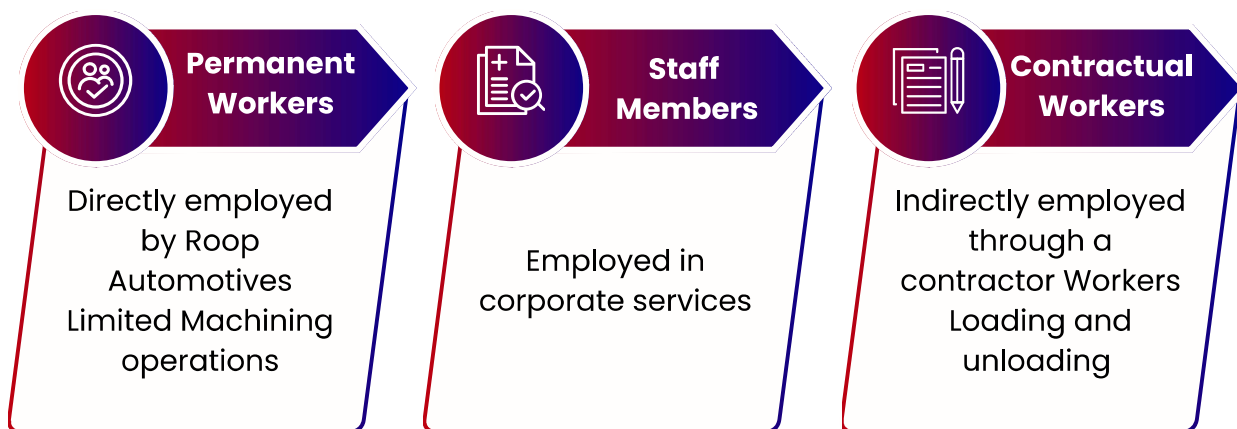
36



Employee Capacity Building Skill Development

At Roop Automotives Limited, we recognize our people as our most valuable asset. We invest substantial efforts in cultivating a skilled and motivated workforce. By embracing diversity, we blend varied talents to create an environment rich in expertise and enthusiasm. Our comprehensive People Policy focuses on acquiring, developing, empowering, promoting and retaining talent. We organize diverse events to enhance satisfaction and foster team spirit, ensuring a vibrant workplace for all.

Our Employee Value Proposition centres around abundant learning opportunities. We offer diverse training avenues, including workshops, industrial visits, webinars and external courses, all designed to enhance skills and adaptability. Furthermore, our DOJO Centre provides specialized programs for operators, reinforcing our unwavering commitment to continuous learning and development across our subsidiaries.



DOJO Centre at our Corporate Site, Sohna



State-of-the-art centres develop skills in areas of Quality, Safety and Productivity

Complements the Skill India initiative along with incorporating global quality standards

Re-skilling of existing workforce to refresh manufacturing concepts and educate about technological advancements

The main thrust of DOJO training is on job training alongside embedding a safety culture



Plant wise-Skill Development Initiatives

Sohna Plant- Institutionalized the concept of the DOJO Centre to be set up at its Mother Plant in Sohna and soon to be replicated at all locations.

Chennai Plant- We are committed to skilling youth, currently employing over 60 individuals with on-the-job training for technical skills and have also employed more than one differently abled person. We take pride in empowering them as confident, skilled professionals.

IMT Manesar Plant- Employed differently abled youth in various operations. We are proud to have empowered and enabled confident, bread earners with improved self esteem



During the financial year 2023-24, our organization implemented an extensive training program that covered essential areas such as **PF-MEA, VDA6.5, EHS, change management, purchase management, QMS, MS Excel, Lean Manufacturing, leadership and root cause analysis**. This initiative aims to enhance employee skills and knowledge, equipping them to effectively manage the evolving demands of their roles.

16466 Total Training Hours Per Year

Total Training Hours Plant Wise

6075	1880	3028	2100	3383
Central	Chennai	Unit1	Unit2	Sohna

Total Training Hours Male Employee Plant Wise (Per Year)

57.28	41.44	52.33	67.74	52.04
Central	Chennai	IMT Unit1	IMT Unit2	Sohna



Career Development

At our organization, we prioritize providing employees with a career path that encompasses diverse and challenging assignments across various job types and exposure to different business segments. Our unwavering commitment is to foster the development of our existing and potential talent pool, ensuring continuous growth opportunities within our dynamic organization.

89% Employee regular performance and carrier development review

Employee regular performance and carrier development review plant wise

89.5

Central

90

Chennai

91

Unit 1

50

Unit 2

88

Sohna



Occupational Health and Safety

Encouraging Safety culture:

At Roop Automotives Limited, we prioritize safety, cultivating a compassionate workplace culture that places a high value on employee well-being. We achieve this through active risk assessment, comprehensive training and transparent communication.



Strategic Focus on OHS

At Roop Automotives Limited, we place a strong emphasis on occupational health and safety. Our commitment includes creating hazard-free environments with proper illumination, enhancing air quality in work zones through fume killers on hobbing machines and implementing effective ventilation systems. We also prioritize ergonomic design principles. Additionally, we offer comprehensive medical support, including a first aid center, round-the-clock nurse availability, ambulance services and regular health check-ups.

Our company actively promotes a robust safety culture. Initiatives such as Safety Month celebrations and focus groups contribute to our goal of achieving a Total Recordable Incident Rate (TRIR) below 0.5. We strive to maintain a safe and healthy work environment for all employees.



Health and Safety Management System implementation

At Roop Automotives Limited, we adhere to ISO-45001 standards, which were validated in 2021. Our proactive health and safety policies, along with rigorous procedures, demonstrate our dedication to maintaining high occupational standards and driving continuous improvement.



Health and Safety Risk Assessment

At Roop Automotives Limited, we prioritize workplace safety through proactive risk management and hazard elimination, adhering to ISO 45001 standards. Our comprehensive training and ongoing support empower workers to effectively mitigate hazards. Transparent tracking and accessible hazard information ensure a safe environment for all. We have identified significant hazards and implemented control measures, demonstrating our proactive approach to safety and risk management.

Striving for Zero Harm

We uphold the principle of 'Zero Harm' for both employees and contractors. We achieve this through rigorous incident recording, reporting and investigation processes. Our proactive approach includes regular high-risk activity training and on-the-job learning. Transparency and accountability are fostered by a robust Incident Reporting System. Our commitment to safety is evident in monthly safety reports collaboratively reviewed during safety committee meetings.



Safety Performance

Our unwavering commitment to safety is evident in our zero fatalities or work-related illnesses. We maintain a strong safety culture through rigorous protocols and proactive measures. Regular reviews and assessments, including ESG deliverables and financial audits, enhance organizational performance. Our leaders' performance is driven by Key Result Areas (KRAs) and Key Performance Indicators (KPIs) at various levels.



0.2

TRIR (Total Recordable Incident Rate)

1.3

SRIR (Severity Recordable Incident Rate)

1.3

LTIR (Lost Time Incident Rate)

36

Safety performance Near Miss (Open)

36

Safety performance Near Miss (Close)

849

Safety performance Unsafe Acts and Condition (Open)

849

Safety performance Unsafe Acts and Condition (Close)



Labour Practices and Human Rights

Sustaining Ethical Business Practices

At Roop Automotives Limited, we are deeply committed to ethical and responsible business practices, ensuring the fundamental rights of everyone in our value chain are upheld. We actively fight against human rights violations, promote equal employment opportunities and maintain a workplace free from discrimination, human trafficking, child labor and forced labor. Our zero-tolerance stance on corruption is supported by grievance redressal mechanisms at each plant, with no complaints reported during the year. We prioritize employee welfare by offering parental leave, respecting collective bargaining rights, adhering to labor laws and providing adequate notice for significant operational changes, ensuring transparency and fairness for all stakeholders.

Code of conduct

The extensive Code of Business Conduct of Roop Automotives Limited provides clear guidelines for all stakeholders, highlighting the importance of responsible behavior and integrity in every transaction. Our employees, contractors and consultants are expected to adhere to these standards, acting as responsible corporate citizens to protect the reputation and integrity of Roop Automotives Limited.

Human resource Policies

Roop Automotives Limited has established a comprehensive set of human resources policies covering areas such as human rights, child labor, sexual harassment, work from home and whistleblower protection. These policies are regularly reviewed and updated based on feedback. We conduct regular training sessions to ensure all employees are well-informed and adhere to these policies, promoting a culture of awareness and ethical conduct throughout the organization.

Child and Forced labour

Our human resource standards guarantee fair treatment and compassionate care for contractors and workers. We are committed to ethical recruitment practices and have zero tolerance for deceptive or coercive tactics. We thoroughly vet recruiters and suppliers to ensure they comply with labor laws, rejecting any involvement in forced or child labor throughout our operations.

Critical Concerns

The Chief Sustainability Officer quickly reports any critical concerns regarding violations of policies such as human rights, child labor, sexual harassment, work from home issues, forced labor, ethics, anti-bribery and corruption, as well as whistleblower and sustainability-related issues to the Managing Director and Board for immediate action and transparent communication. Grievance-related issues are also discussed with top management during meetings and actions are taken to address and resolve all issues within the assigned target dates.