

# Sustainability Report FY 2023-24



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## About the Report

3C3 India Pvt Ltd is a technology and innovation-based company, manufacturer of structured cabling and is dedicated towards creating innovative and sustainable connectivity solutions for clients around the globe. We are delighted to present our first Sustainability Report showcasing our sustainability performance over the Financial Year (FY) 2023-24.

With this Sustainability Report, we share the company's sustainability performance, which is evaluated based on our vision, values and business focus across Environmental, Social, and Governance (ESG) areas in collaboration with our stakeholders. This report highlights our ESG policies, initiatives, and programs, and reflects on our progress we have made in integrating sustainability and responsible practices across our operations. The report provides a comprehensive overview of our quantitative and qualitative performance across ESG parameters. A copy of this report is also available for download on our website: <https://3c3.in/site/index.html>

### ▼ Scope and Boundary

We have reported the sustainability performance of our operations located across India, including our single manufacturing facility and R&D centre. The scope covers:

- Our Corporate Office in Karnataka, Bangalore.
- Manufacturing Facility in Karnataka, Bangalore.

In this report, mention of '3C3' refers to all above listed operations within this boundary unless stated otherwise. The information, initiatives, and metrics disclosed in this report are for FY 2023-24 i.e., April 1, 2023, to March, 2024.

## Leadership Message

### Message from Chief Executive Officer (CEO)

In our sustainability report, we would like to provide our stakeholders to understand the enhanced efforts we have made to integrate sustainability throughout our organization. This report represents our unwavering commitment to transparency and accountability, highlights the progress we have made and the initiatives we have undertaken to integrate sustainable practices into our operations.

We are proud to be recognized as one of India's leading providers of cabling solutions. Building a sustainable business involves aligning perspectives and expectations of our stakeholders, reflecting our strong alignment with Environmental, Social, and Governance (ESG) principles. We continually strive to surpass global performance and quality standards, evident in our extensive array of certifications. These accolades underscore our unwavering dedication to ethical practices, sustainability, and responsible business conduct. Our diverse portfolio of high-quality products and services positions us to successfully execute critical networking projects of any scale while minimizing our environmental impact. At the core of our approach lies a relentless drive for innovation, with our research and development teams driving advancements that emphasize energy efficiency, resource optimization, and eco-friendly solutions.

We take immense pride in championing the "Make in India" initiative, making significant contributions to India's global reputation for innovation while also supporting local economic

growth. As we look to the future, our vision is to expand our global presence, with sustainability as the cornerstone of our strategy. We are committed to delivering world-class solutions that promote responsible consumption and advance the global pursuit of a greener, more sustainable planet.

Our core values of integrity, accountability, and inclusivity guide every action and decision, ensuring that every member of our team is aligned with our vision. These values are not only the foundation of our business, but they also extend to fostering a supportive and equitable workplace that embraces diversity and prioritizes the well-being of our employees. With a sharp focus on emerging global trends and the evolving needs of the future, we are committed to staying ahead of the curve. Our customized solutions are designed to seamlessly support the transition to a sustainable, and interconnected future. Together, we will work as your trusted partners to build a world that prioritizes environmental stewardship, social equity, and robust governance.

## ESG Highlights @ 3C3 for FY 2023-24

### ESG performance 2023



**Scope 1+2  
Emissions:** 25  
tonnes of CO<sub>2</sub>e



**Male to Female  
ratio- 2:1**



**Zero incidents of  
discrimination  
(incl. workplace  
discrimination or ethics  
violations)**



**Zero human rights  
violations**



**Zero complaints  
raised on child  
labour practices**



**Zero incidents on  
Information Security**

### Actions aligned with UN SDGs



### System Certifications

**ISO 9001:2015**  
Quality management -  
achieved across our  
operations

**ISO 14001:2015**  
Environment  
Management across our  
operations

**ISO 45001:2018**  
Health and Safety  
certification achieved  
across our operations

### Compliance Certifications



Restriction of Hazardous substances (ROHS) compliance certification



Electrical Testing Laboratories (ETL) certification



Underwriters Laboratories (UL) certification

## About the 3C3 India Pvt Ltd

### Company profile

We are a technology-driven company since our establishment in 2013 under the vision of “Make in India”, shaping the future of connectivity. We have a dedicated team of technical experts and engineers in our state-of-the-art facility at the Obadenahalli Industrial Area, Doddaballapura in Bengaluru. Specializing in providing cutting-edge solutions in areas such as IT services, software development, and digital transformation. We deliver quality, sustainability and safety in every offered solution.

Our extensive portfolio from copper and fibre optics to data centres, FTTH, IoT, and telecom is designed to fuel the ambitions of enterprises across industries. We cater a wide range of industries, including healthcare, education, and finance. With a focus on delivering high-quality, customized products and services, we aim to support businesses in optimizing our processes and leveraging the latest technologies to drive growth and efficiency.

With globally recognized certifications of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, adhering to all ANSI/TIA, ISO/IEC, ETL, UL and RoHS Structured Cabling & Components Standards. We take pride in our rich legacy of supporting innovation and are strongly committed to sustainability.

#### Vision



To be globally respected organization that provides high-quality, certified products and innovative solutions.

#### Values



##### Excellence

To strive relentlessly; constantly improve ourselves, our teams, our services, and products to become the best.

##### Leadership

To set standards in business and transactions and be an exemplar for the industry and us.

##### Client Value

To surpass client expectations consistently.

##### Integrity and transparency

To be ethical, sincere, and open in all our transactions.

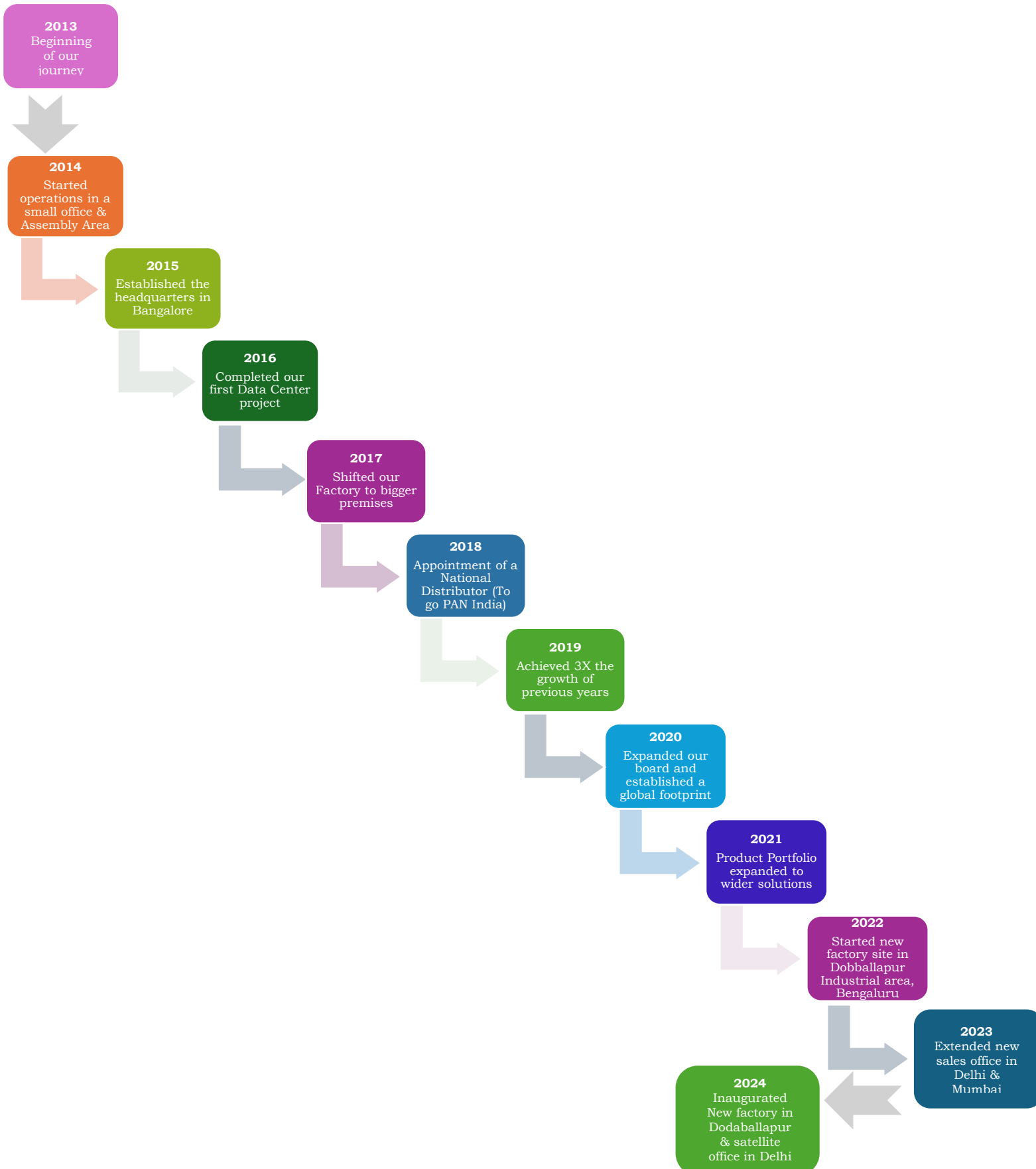
##### Teamwork

“Unity in action, achieving greatness together.”

##### Innovation

“Pioneering change with creative break throughs the shape the future of our industry.”

## Our Journey





## Awards and recognition

3C3 India takes immense pride to receive recognition for our ongoing commitment to excellence and sustainability. This award highlights our dedication to driving positive change and making meaningful contributions to both business and society as an women entrepreneur.



### UBUNTU STAR AWARD

(contribution in business and society as an women entrepreneur)

## Memberships and Associations

3C3 India Pvt Ltd has membership with KASSIA and FKCCI, these associations provide platforms for connecting with other businesses, industry leaders, and professionals. These interactions foster collaboration, partnerships, and knowledge sharing that contribute to business growth and industry development. These forums actively represent the interests of their members at various levels of government and regulatory bodies. Through our memberships, we have a voice in shaping policies, addressing industry concerns, and advocating for the needs of small-scale industries and businesses in Karnataka.



At 3C3 India Pvt Ltd, as part and engagement with this membership, we strengthen our presence, stays ahead of industry developments, and actively contributes to the growth and prosperity of the business community.

## Certifications

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ISO 9001: 2015

Quality Management System

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ISO 14001: 2015

Environmental Management System

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ISO 45001: 2018

Occupational Health & Safety  
Management System

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## Governance Structure

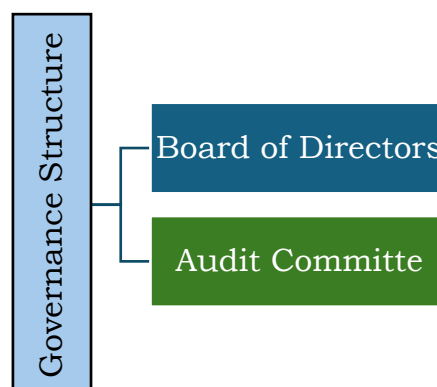
Our Governance structure comprised of a Board of directors and a top management team. The Board consists of three directors: Mr. Appaina Venkata Subramanyam, Mr. Sunil Kumar Midatala (who also serves as the Director and CEO), and Mrs. Pramukha Venkata Appaina. The Top Management team is led by the CEO and includes various department heads to oversee the company's operations and functions. The Board chair at 3C3 holds a position of

leadership role, provides oversight and strategic direction for an organization. This helps in shaping the company's vision, values and strategies establish a clear vision for the company's growth, innovation, and market leadership.

Our governance structure ensures that our company operates in a sustainably and responsibly manner, prioritizing the interests of all our stakeholders. The Board of Directors is dedicated to maintaining robust corporate governance practices, driving transparency, accountability, and ethical decision-making throughout our organization.

## Board of Directors

Name of Director	Designation	Gender
Mr. Appaina Venkata Subramanyam	Director	MALE
Mr. Sunil Kumar Midatala	Director and CEO	MALE
Mrs. Pramukha Venkata Appaina	Director	FEMALE



## ESG Policies at 3C3

Environment	
<b>Quality and Environmental Policy</b>	Provides guidelines on how the organization ensures the quality and sustainability of producing our products, by aligning with the ten universal principles of UNGC on labour, human rights, environment, and anticorruption issues, as well as embedding safe working practices by employees. Commit to comply with relevant legal and regulatory requirements, using eco-friendly materials, conserving natural resources, and managing waste effectively, aligning our quality and environmental management systems to achieve organizational objectives and targets.
Social	
<b>Recruitment and selection policy</b>	Promote organizational growth through the recruitment of skilled, knowledgeable, and talented individuals. Our recruitment objectives focus on achieving the best person-to-job fit and promoting a culture of growth, respect, and innovation. We are committed to fair recruitment practices, ensuring that all employees are above the legal minimum age of 18 and free from child labour. Our focus is on hiring individuals with the right skills, knowledge, and attitude, while promote opportunities for growth, innovation, and career development. We uphold a non-discriminatory approach, valuing diversity and providing equal opportunities for all employees. New hires undergo a structured induction process, ensuring they are well-integrated into the company. Employees are provided with necessary training and development to enhance their skills and

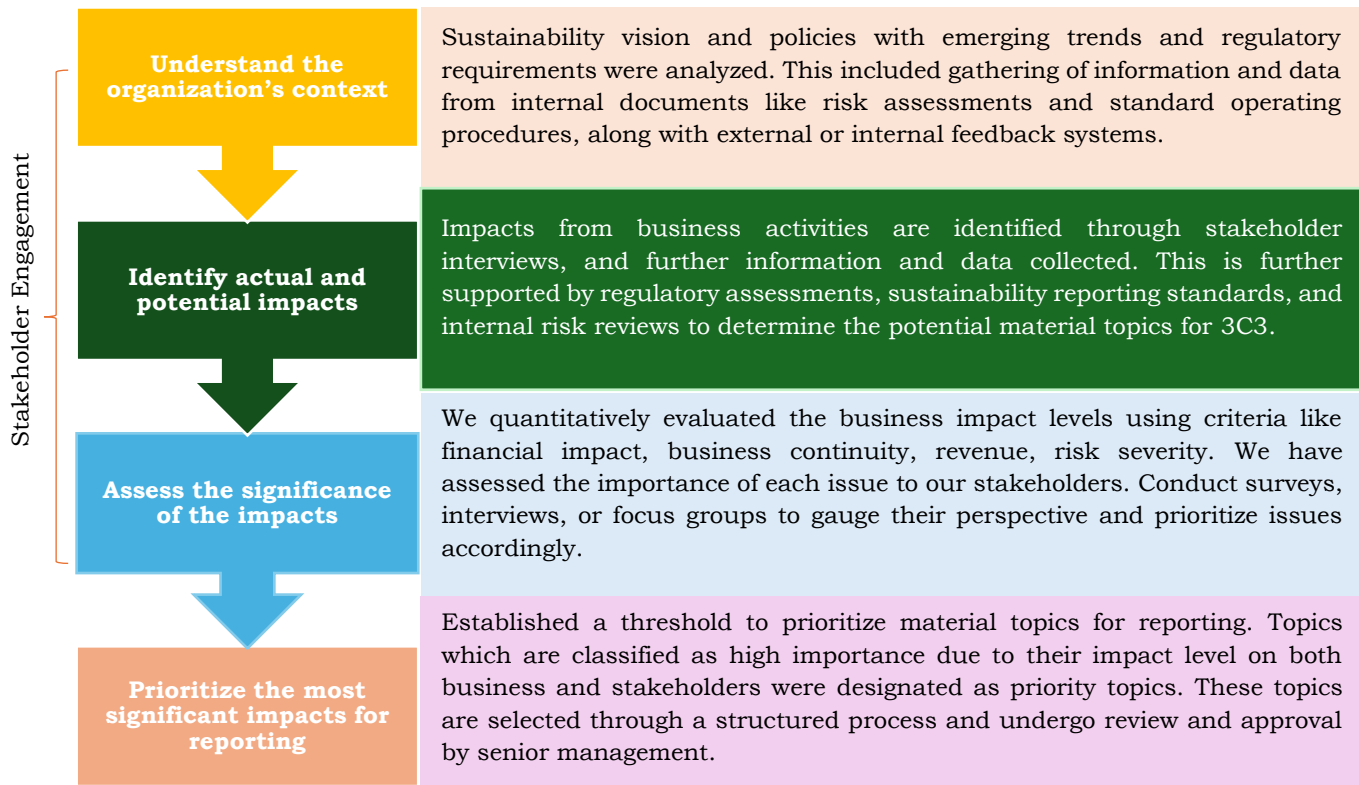


	<p>performance. We also emphasize maintaining a positive work environment, with a focus on mutual respect, work-life balance, and employee well-being. We continuously aim to strengthen our workforce and contribute to the company's long-term success.</p>
<b>Working conditions policy</b>	<p>Provides safe, fair, and a good environment working conditions for all employees, promoting a healthy work-life balance, and supporting employee well-being through flexible working arrangements, paid leave, and fatigue management. We prioritise employee satisfaction and gather feedback through surveys, focus groups, and an open-door policy. Our compensation is competitive, fair, and aligned with industry standards, offering social benefits and equal pay for equal work. We maintain a strong focus on health, safety, and ergonomics in the workplace, ensuring all employees are trained and equipped with necessary safety measures. 3C3 upholds ethical labour practices, with zero tolerance for discrimination, harassment, and forced labour. We also prioritize environmental responsibility through energy efficiency, waste reduction, and sustainable sourcing. Our commitment to integrity is reflected in our anti-corruption policies and adherence to ethical business practices.</p> <p>At 3C3, employees can participate in significant national events while maintaining a healthy work-life balance. These holidays are provided based on regional preferences, further aligning with the company's commitment to respect cultural diversity and regional customs while maintaining operational efficiency.</p>
<b>Human Resource Management Policy</b>	<p>At 3C3, the Human Resource Management (HRM) policy focuses on recruiting skilled individuals, promoting employee growth, and ensuring fair and equal treatment. It includes guidelines on working hours, attendance, holidays, leave entitlements, and compensation. The policy also emphasizes performance appraisal, grievance redressal, and maintaining confidentiality and security. Also, it outlines the process for employee separation and offers rewards and recognition for outstanding contributions.</p>
<b>Grievance Reporting Mechanism Policy</b>	<p>Provides a clear, confidential grievance reporting process for employees, contractors, suppliers, and stakeholders to report concerns related to child labour, forced labour, and human trafficking. We have developed multiple reporting channels, including email, in-person submissions, and anonymous grievance boxes to ensure accessibility. We protect whistleblowers from retaliation and conducts regular follow-ups to ensure full resolution. All grievances are handled confidentially and in compliance with legal and ethical standards.</p>
<b>Diversity, Equity and Inclusion Policy</b>	<p>Committed to promote diversity, equity, and inclusion (DEI) throughout our organization. Our DEI policy guarantees equal opportunities for all individuals and strictly prohibits any form of discrimination or harassment. We support diverse perspectives and ensure equal advancement opportunities for all employees. With ongoing training, transparent reporting, and a strong culture of accountability, 3C3 is committed to fostering an inclusive and equitable workplace.</p>
<b>Human Rights Policy</b>	<p>Committed to embedding human rights throughout our organization, fostering a culture of inclusion, equality, and respect for all individuals. We ensure that both internal and external stakeholders are granted the right to healthcare, a decent standard of living, and equal opportunities in all areas of our business.</p>

	Provides guidelines on how the organization ensures the quality and sustainability of producing our products, by dedicating to uphold the ten universal principles of UNGC on labour standards, human rights, environmental stewardship, and anticorruption issues, as well as embedding safe working practices by employees.
<b>Health and safety policy</b>	Ensure a safe, healthy, and efficient work environment by eliminating hazards, preventing injuries, and promoting employee well-being. Our policy focuses on proactive hazard management, continuous safety training, and a zero-tolerance approach to unsafe practices.
<b>Anti-child labour and forced labour policy</b>	Ensure to comply with human rights standards by preventing child labour and forced labour throughout our organization. We follow strict policies that prohibit the use of child or forced labour and take proactive measures to educate stakeholders on relevant laws, procedures, and reporting mechanisms to identify and address such practices. Through regular training, we ensure a responsible, ethical, and transparent supply chain that prioritizes the protection of human rights for all our stakeholders.
<b>Sustainable procurement policy</b>	Ensures supply chain partners are aligned with our sustainable values and vision, by articulating sustainability standards to ensure compliance with relevant laws, labours rights and ethical business practices. We are committed to integrate sustainability into its procurement practices, ensuring that our purchasing decisions minimize environmental impact, promote social responsibility, and drive economic value. Ensure partnership with suppliers who uphold fair labour practices, human rights and safe working conditions. Support local communities and diverse suppliers.
<b>Governance</b>	
<b>Audit Committee Policy</b>	Ensures compliance with environmental regulations and fosters the integration of sustainable practices throughout our organization. It evaluates sustainability risks, including resource consumption and waste management, while recommending corrective actions. The Committee reviews operational processes to incorporate sustainability in procurement, production, and other functions. Sustainability performance and progress toward established goals will be highlighted in the annual audit report. We monitor the implementation of sustainability initiatives, ensuring corrective measures are taken where necessary.

### Materiality Assessment:

We have conducted materiality assessments to identify and prioritize the Environmental, Social, and Governance (ESG) issues most relevant to our business and stakeholders. During the reporting period FY 2023-24, we adopted a structured approach to ensure our assessments remain comprehensive and aligned with best practices.



### Environmental

- **Energy Management and Climate Change**
- **Water Management**
- **Waste Management**
- **Material Management**



### Social

- **Health & Safety**
- **Diversity, Equity and Inclusion**
- **Training & Development**



### Governance

- **Business Ethics**
- **Human Rights**
- **Cyber security**
- **Supply Chain Management**



## ESG Goals and Targets

Material Topic	Goals and Targets	Deadline	Status quo/ Initiatives
<b>Environmental</b>			
<b>Energy and GHG</b>	10% reduction in GHG intensity (Scope 1 + Scope 2) compared with the baseline 2023-24	2033	Under plan
	100% environmental refresher training	Ongoing	100% environmental training provided to employees and subcontractors in FY 2024
	Achieve renewable power usage by 20%	2030	
<b>Water stewardship</b>	Running quarterly water saving campaigns every year	Ongoing	Awareness session and water saving campaign will be conducted every quarter starting from FY 2025
	Reducing water intensity (water consumption/FTE) by 10%	2030	Stringent water monitoring Conducting internal water audit Adopting to water saving technology and equipment to reduce water consumption
<b>Waste management</b>	25% of process-waste recycling to input material	2030	Awareness session on process optimization Kaizen programme yearly once to find out opportunities on recycling of process-waste Adopting to enhance technology to recycle process waste
<b>Social</b>			
<b>Occupational health and safety</b>	□ Zero fatalities due to work-related injuries	Ongoing	Maintaining Zero fatality
	Yearly increase in near-hit reporting by 10% from the baseline FY2024	Ongoing	Awareness to employees Adopting the technology for easy reporting on near-hit/unsafe condition
		Ongoing	Achieved training on EHS measures to 100% employees.
<b>Employee wellbeing</b>	Conduct an employee satisfaction survey at all operational sites, achieving a response rate of over 100%	2027	Achieved XX% response rate on employee satisfaction surveys conducted at sites
<b>Training and Development</b>	At-least 20 hours of training per employee per year	2030	14 Trainings hour/ employee on Learning & development
<b>Diversity &amp; inclusion</b>	Increase women participation in the workforce to 40%	2030	Current women participation stands as 30%
<b>Governance</b>			
<b>Business ethics</b>	100% of reported incidents are addressed and resolved.	Ongoing	Zero incident.

	100% of employees are trained on the code of conduct and business ethics	Ongoing	100% employees covered by code of conduct and ethics training in the reporting year
<b>Human Right</b>	Zero incidences of human rights violations.		Zero Incident
	100% employees receive regular training on human right issues	Ongoing	100% employees covered under human right training in the reporting year
<b>Supply chain management</b>	80% of key suppliers sign the supplier code of conduct	2026	75% of key suppliers signed the supplier code of conduct during reporting year
	80% of key suppliers are evaluated based on ESG metrics	2030	75% of the key suppliers are evaluated based on ESG metrics
	100% of high-risk suppliers are engaged in ESG capacity building	2030	ESG capacity building conducted for raw material suppliers Strategic planning will be done to cover 100% of high risk suppliers to engage in capacity building programme
<b>Cyber Security</b>	Zero incidences of cyber security breaches.	Ongoing	Zero incident.
	Awareness training on Cyber security to all employees [100%]	2028	100% of employees were covered on IT awareness programme

## Environment: Our Climate Actions

### Focussed Topics

- Energy Management and Climate Change
- Water Management
- Waste Management
- Material Management

### SDG on Focus:



At 3C3, we are committed to promote sustainability and minimizing our environmental impact. Our environmental responsibility is reflected in our environmental policy integrated in our daily operations throughout our organization. We recognize that responsible environmental management is essential for driving growth, profitability, and long-term success. In response, we have implemented Environmental Management Systems (EMS) within our organization, certified for ISO 14001:2015 standards, as a proactive step to minimize our environmental impact. As a white-category industry, we prioritize pollution control and comply with all regulatory requirements, obtained the consent to operate ensuring the responsible and sustainable operations.

### Energy Management & Climate Change

3C3 is a small industry requiring minimum energy consumption. In FY 2023-24, we used only electricity as our energy source, with a total consumption of 27,500 kWh. We did not

use any other fuels. Being a white-category industry, our operations have a low impact on the environment. We are dedicated to continuing our efforts to improve sustainability and meet our long-term environmental goals.

## Energy consumption

### Energy consumption within the organization for FY 2023-24 (in GJ)

Fuel type	Consumption in (GJ)
Electricity purchased from the grid	99
<b>Total energy consumption</b>	<b>99</b>

During FY 2023-24, 3C3 consumed a total of 99 GJ of energy. The largest portion of this energy consumption was attributed to the only source of energy i.e. electricity purchased from the grid which accounted for 100% of the total energy used. Currently, we do not procure renewable energy, we recognize its importance and actively exploring opportunities to integrate renewable energy sources throughout our organization.

**Energy Efficiency practices:** We prioritize energy efficiency by using energy-saving LED lighting across our facilities, significantly reducing electricity consumption. We actively promote awareness among our employees about energy preservation through regular training sessions and campaigns, fostering a culture of sustainability within the organization.

KPI	FY 2023-24
Training to Employees on Environmental Issues	100%
Manufacturing facility covered under Environmental Risk Assessment	100%

## GHG Emissions

In FY 2023-24, 3C3 emitted a total of 25 tonnes of CO<sub>2</sub>e. All emissions came from Scope 2, which contributed 100% of total GHG emissions.

### GHG Emissions for FY 2023-24 (in tonnes CO<sub>2</sub>e)

GHG Emission for CY 2023	
Scope 2 (Indirect Emissions from electricity consumption)	25
<b>Total Scope 2 emissions</b>	<b>25</b>

## Water Management

Our production processes are waterless, our utilization is minimal limited to domestic purposes. We depend on third-party municipal sources to meet our water requirements. While we do not operate an on-site sewage treatment plant (STP) for the treatment of wastewater. Wastewater management is efficiently handled by the municipality, ensuring full compliance with local environmental standards.



## Water Withdrawal, Water Disposal and Water Consumption for FY 2023-24 (in Kilolitres)

Water source	Consumption for FY 2023-24
Water Withdrawal	456
Water Discharge	192
Water consumption	264
Recycle water	72

## Waste Management

Our operations generate both hazardous and non-hazardous waste. We implement effective waste management practices aimed at minimizing waste generation throughout our organization. We have implemented standardized practices for the safe handling, storage, transportation, and disposal of hazardous materials within the facility. Due to the minimal quantity of hazardous waste generated, it was retained within the organization and not disposed off during this FY 2023-24. We ensure compliance with regulatory standards while prioritizing the protection of health, safety, and the environment. Our waste management procedures are rigorously developed to ensure the proper handling and disposal of hazardous materials. We are committed to ensuring that all waste disposal activities comply with local, state, and federal regulations, maintaining full adherence to applicable laws and safety standards.

Also, we ensure the safe and responsible management of electronic waste to minimize environmental impact, ensure regulatory compliance, and protect the health and safety of employees and the community. We ensure the proper handling of e-waste, including identification, segregation, storage, transportation, recycling, and disposal, with a focus on both hazardous and non-hazardous materials.

## Waste Generated and Disposed in FY 2023-24 (in Kilograms)

Waste Generation for FY 2023-24	
<b>Hazardous Waste</b>	
Waste Generated	4
<b>Non-hazardous Waste</b>	
Waste Generated	1796
<b>E-waste</b>	
E-waste generated	0
<b>Total Waste Generated</b>	<b>2000</b>

## Material Management

At 3C3, we have a standardized process for material management that focuses on prioritizing process optimization and maximizing the reuse of materials within our operations. This strategy aims to minimize material waste, optimize resource efficiency, and reduce production costs while maintaining high product quality. We ensure that all materials, including copper

and fibre, are properly identified, sorted, and inspected for reuse, with clear protocols for collection, segregation, and reprocessing. Our waste management practices align with environmental regulations and sustainability goals, with actively tracking material reuse to measure its impact on production efficiency and cost savings.

Raw Material Consumption	Unit	FY 2023-24
Directly Sourced Raw Material		3655355
Recovered Input Materials Reused		0
Waste Materials Sold for Reuse		0

## Social: Our People and Well-being in the Workplace

### Focussed Topics

- Health & Safety
- Diversity, Equity and Inclusion
- Training & Development

### SDG on Focus:



## Health and Safety

Our Occupational Health and Safety Management System aims to create a safe and healthy work environment, enhance employee awareness of their health, and encourage them for proactive adoption of healthy behaviours both professionally and personally. We have implemented Occupational Health and Safety Management Systems (OHSMS) within our organization, certified for ISO 45001:2018 standards, as a proactive step to ensure the health, safety, and well-being of our employees and minimize workplace risks.

All employees and contractual workers whose work and/or workplace is controlled by the organisation are trained to meet the requirements of our safety management systems, ensuring a commitment to health and safety within our organization.

We follow mechanism for incident reporting and investigation to ensure identification, analysis and resolution of workplace hazards. All incidents are reported by the employees and the standardized report is formed. A dedicated investigation team reviews reported incidents to identify root causes. The investigation involves analysing conditions leading to the incident, interviewing relevant individuals, and reviewing safety protocols. Findings are documented in a detailed investigation report.

KPI (As per ISO 14001:2018 standards)	No of Incidents in FY 2023-24
Near Miss	4
LTI	1
Fatality	0

LTIFR

NA

KPI	No of Incidents
Number of hours worked	129600
Number of days lost to work-related injuries, fatalities and ill health	0
Number of work-related accidents	2

### Employee Welfare @ 3C3

We provide employee health insurance, medical and healthcare services, personal accident coverage for all employees and adhere to the local regulations. We prioritize the overall well-being of our employees and provide Occupational Health Services within our organization, including the availability of first aid kits, ambulances, and competent first aiders or medical practitioners equipped with full medical facilities. In addition, we offer various leaves (casual, sick, privilege, maternity and paternity leaves) creating a supportive and comprehensive work environment at 3C3.

**Provident Fund:** We offer a provident fund to our employees to secure their future. Both the employees and the company contribute to the Fund under this scheme. The interest earned is credited to the employee's PF account, accessible upon retirement or termination of employment.

**Gratuity:** We provide gratuity as a monetary benefit to our employees in recognition of long-term service. Gratuity is paid to an employee on leaving the company after completion of his/her long-term service period under the Payment of Gratuity Act, 1972.

Employee coverage under the schemes/services	No of employees
PF scheme	62
Gratuity scheme	62
Mediclaime/healthcare service	62
Accidental coverage	62

### Diversity, Equity and Inclusion

We adhere to the principle of equal pay for equal work, ensuring that all our employees, including men and women receive fair and equal compensation. We foster a culture of diversity, equity, and inclusion, supporting diverse perspectives and ensuring equal opportunities for growth and advancement for all employees. We recognize and value the significant contributions of women in our organization, appreciating their role in enhancing diversity and driving innovation. We are proud to highlight that our governance body maintains a 2:1 male-to-female ratio.

#### Gender distribution of permanent employees:

Category	Male	Female	Total
Employees	32	11	43

Workers	9	7	16
<b>Total</b>	<b>41</b>	<b>18</b>	<b>59</b>

#### Gender distribution of contractual employees:

Category	Male	Female	Total
Workers	12	18	30
<b>Total</b>	<b>12</b>	<b>18</b>	<b>30</b>

#### Diversity of Governance bodies and employees:

Category	Male	Female	Total
Executive	2	1	3
Non-executive	0	0	0
<b>Total</b>	<b>2</b>	<b>1</b>	<b>3</b>

We are committed to fair remuneration and gender equality. Within our organization, both male and female employees are compensated equally across executive and non-executive roles. This highlights the company's dedication to pay equity and creating an inclusive workplace.

#### Distribution of basic salary and remuneration for Men and Women:

Category	Executive	Non-Executive	Executive	Non-Executive
	Salary (INR)	Remuneration (INR)	Salary (INR)	Remuneration (INR)
Male	20000	30000	15000	13500
Female	20000	30000	15000	13500

### Training and Development

At 3C3 India, we aim to prioritize continuous training and development to enhance employee skills and performance. Our training programs focus on aligning individual growth with organizational goals. We provide opportunities for employees to expand their knowledge, adapt to industry changes, and advance in their careers. To support our employees' learning we provide in-class training, external training, one-to-one mentoring, on-line training. We have also taken the subscription of **Udemy platform** for employees to choose variety of training modules which is required for their skill development. We ensure that every employee completes a minimum of one training session each quarter. Through ongoing development, we aim to support both personal and professional growth for all team members.

#### The list of trainings:

Health & Safety Trainings

Health and Hygiene

Fire Safety Trainings

Policy awareness Trainings (i.e. Quality & Social policies)

**Code of Conduct Training**

First Aid Awareness Trainings

Technical trainings

Quality Policy Training

Product safety training

Environment safety training

Gender equality

Sustainable procurement

### Training hours to employees:

Category	FY 2023-24
Average hours of training per employee	14 hrs

In FY 2023-24, we exceeded our expectations, achieving an average of 14 hours of training per employee. This includes training across all employee levels on career development and personal growth including behavioural training and enhances communication skills.

### Performance Management

Performance appraisals are conducted annually for all employees, supported by a comprehensive and structured performance management system. Department and Functional Heads engage continuously with their teams, providing constructive feedback that encourages both professional and personal development.

Our Human Resource Management System (HRMS) played a crucial role to efficiently manage attendance, salary portal, and leave requests, ensuring smooth operations. It also supports the Performance Management System (PMS), enabling effective tracking of employee performance and fostering growth.

<b>No. of employees went through PMS last year</b>	44
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## Governance: Fostering a culture of Excellence

### Focussed Topics

- ▶ **Business Ethics**
- ▶ **Human Rights**
- ▶ **Cyber security**

### SDG on Focus:



## ► Supply Chain Management

### Business Ethics

We are committed to conduct business with the highest ethical standards. We prioritize integrity, transparency, and accountability throughout our organization. Our ethical practices are embedded in our corporate culture, ensuring that every decision we make aligns with our values. We promote fairness, respect, and honesty in all interactions with employees, customers, and stakeholders. By upholding strong ethical principles, we strive to build trust and long-term relationships with our partners and the community. To maintain financial integrity, we conduct annual financial audits, reinforcing our commitment to upholding ethical business practices.

KPI related to Ethics	
Percentage of employees trained on ethics	100%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0

### Human Rights

We are deeply committed to upholding human rights within our organization and fostering a culture of inclusion, equality, and respect. We ensure that all employees and stakeholders have access to healthcare, fair living standards, and equal opportunities in every aspect of our business and strive to create a workplace that is free from human rights violations. Our organization adheres to the ten universal principles of the UN Global Compact (UNGC), focusing on labour standards, human rights, environmental sustainability, and anti-corruption practices. We strictly prohibit child labour, ensuring that all our business activities align with ethical labour practices. By embedding safe working practices and promoting respect for human rights, we strive to maintain a fair and sustainable working environment for all. During the reporting period FY 2023-24, we are pleased to report that **no cases of human right violations and child labour practices** occurred within our organization.

#### Anti-corruption

We are committed to maintain the highest standards of integrity and transparency in our business. We have a strict anti-corruption policy that prohibits any form of bribery, kickbacks, or unethical practices in our operations. Our employees, contractors, and business partners are expected to uphold ethical standards and comply with relevant laws and regulations to prevent corruption. We foster a culture of accountability and transparency, ensuring that any potential corruption risks are identified and addressed promptly. Through this commitment, we strive to create a corruption-free environment that supports the long-term success and reputation of our organization. During the reporting period, we identified



**zero cases of corruption**, reflecting our commitment of maintaining a corruption-free environment.

### Grievance Mechanism

At 3C3, we maintain a transparent grievance mechanism to ensure employee concerns are addressed promptly and fairly. In the reporting period FY 2023-24, we received **7 grievances**, all of which were resolved in line with company policies. Our process fosters open communication and promotes a positive work environment. We are committed to continuously improving our grievance handling procedures for the well-being of our employees.

### Cyber Security

We prioritize robust cybersecurity measures to protect sensitive data and ensure the safety of our network. Our information security includes strong data protection protocols, comprehensive risk management practices, and an efficient incident response system. We employ advanced network security measures such as firewalls, endpoint protection, and VPNs to safeguard our infrastructure. During the reporting period, we successfully lodged and resolved 18 cybersecurity incidents, demonstrating our commitment to maintain a secure and resilient environment for all stakeholders.

### Supply Chain Management

We recognize the vital role of suppliers in strengthening our supply chain. We define suppliers as individuals or organizations providing essential products including raw materials. To ensure with our sustainability standards, 3C3 ensures a comprehensive assessment of the suppliers and their practices. Supplier assessment is conducted with support to internal QA, sales, marketing, customer service, design and development, and production. For customer referred suppliers, customers will undergo the audit for compliance. We encourage all our suppliers to adhere to our Supplier Code of Conduct (CoC), ensuring alignment with ethical and sustainable business standards.

We are committed to uphold the highest ethical standards throughout our supply chain, ensuring fair and transparent business practices. We adhere to all relevant anti-corruption laws and regulations applicable to our operations and business conduct. We have a zero-tolerance policy towards bribery, corruption, and extortion, etc. We ensure that our employees and those of our suppliers are treated fairly and with respect, providing safe working conditions and competitive wages. We maintain transparency in our supply chain and continuously evaluate our supply chain practices, implementing measures to enhance sustainability, reduce environmental impact and promote social responsibility. c

KPI related to sustainable procurement	
Targeted suppliers who have signed the supplier code of conduct	75%
Targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	75%
Number of targeted suppliers covered by a ESG assessment	75%
Number of all buyers who received training on sustainable procurement	100%