

# Empowering employees



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

## Our HR vision and strategy

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

It focuses on five key pillars:

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

## Diversity & Inclusion

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

## Ensuring safe work environments

The health and safety of our employees is paramount. We encourage our people to take responsibility for their own safety and that of their colleagues through our Commitment Based Safety approach.

A key component of our H&S program is the Serious Injury and Fatality Initiative which focuses on key H&S risks - the Safe Six. These are working at height, hot work, lockout/tagout, mobile equipment, confined space, and electrical.

## Addressing our FY2022 achievements

9

sites reported zero recordable injuries (employees and contractors).

86%

employee engagement, above the industry benchmark of 78%

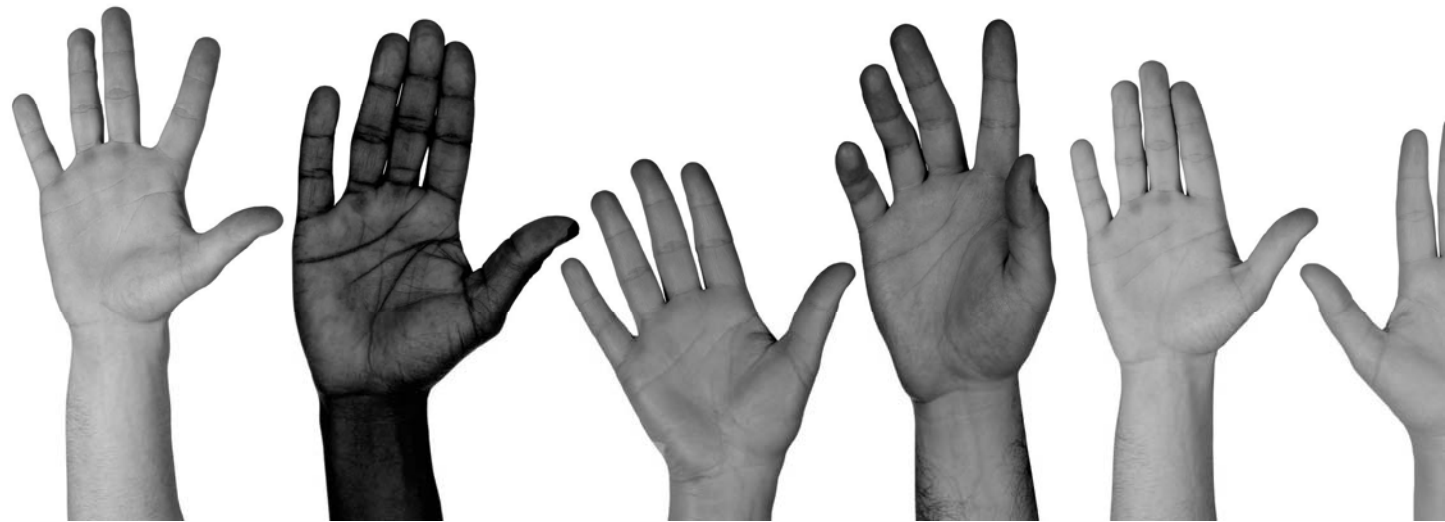
0.52

Total recordable incident rate (employees and contractors)

9

Birla Carbon sites received Gold award from ICBA for safety performance.

Find out more at [sustainability.birlacarbon.com](https://sustainability.birlacarbon.com)



## Empowering employees continued



### Be an employer of choice

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

### Our Award-winning Safety Culture



This year, in celebration of World Day for Safety and Health at Work, we ran a weeklong Global Safety Week initiative across our plant locations. A core focus of our messaging during this time was the Safe Six, an ongoing initiative for Birla Carbon. The event engaged employees at all sites with video messages delivered by key leaders and recognition given to safety stars at respective sites. Another key topic for the initiative was hazard identification; during this time we received more than 300 hazard reports from employees.

### Inviting Innovation from Everyone



In 2022, a new Project Management tool was launched via the Hype platform to move ideas towards implementation. This was complemented by the release of an Idea Marketplace where employees can show interest in taking part in projects or leading teams. In addition to idea capture, the Innovation Ambassador network is a key driver of innovation culture across the organization. Formed in 2020, the group includes 21 individuals from diverse functional areas, locations, and genders.

A continuation of our innovation journey, the Birla International Innovation Gathering (BiiG) concept emerged from the call to "Share the Idea." This event recognized innovators across the organization, helped us future-focus today's perspectives, and inspired us to strive for continual growth.