

Building Enduring Partnerships

Material Topics Covered

- Diversity, Inclusion and Equal Opportunities
- Employee Well-being, Benefits and Retention
- Employee Engagement, Training and Skill Development
- Occupational Health and Safety
- Human Rights and Community Relations

Highlights for 2024-25

44,521 Hours
Skill upgradation training

34,204 Hours
EHS training

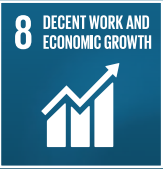
Zero
Fatalities

100%
Employee return to work and retention rates

2,35,600
CSR beneficiaries

INR 29 Million
CSR expenditure

Contribution to UN SDGs



At Hikal, we are dedicated to nurturing an inclusive and empowering workplace where every voice is respected and every contribution is recognised. We invest in our employees' growth and well-being and uphold zero tolerance for discrimination. We actively contribute to society through our Srijan initiative, driving meaningful impact across our organisation and the communities we serve.

Diversity, Inclusion and Equal Opportunities

At Hikal, we are committed to nurturing a diverse, inclusive, and equitable workplace where every employee feels respected and empowered to succeed. We value the unique strengths that diverse people, genders and age groups bring in. Among our various initiatives, the Women's Forum stands out as a key example of Hikal's sustained efforts to promote gender diversity and inclusion.

Embracing Diversity

At Hikal, Diversity and Inclusion are embedded in our core values and workplace culture. This is clearly demonstrated at our Pune R&T Centre, which has one of the highest representations of women across the organisation. Women hold significant roles at all levels, including leadership positions on the Site Management Committee. We uphold our Code of Conduct with rigour, viewing any undue influence on decisions as a serious ethical violation.

Hikal's Women's Forum

The Hikal Women's Forum is a collaborative platform that empowers female employees through mentorship, advocacy, and mutual support. It encourages both personal and professional growth through collaborations. The Women's Forum conducts monthly meetings across all units, aiming to build trust and strengthen bonds among female employees. These gatherings feature engaging activities, training sessions, and awareness talks, creating a safe and supportive space for learning.

Women's Day Celebration

At Hikal, Women's Day was celebrated with a week of inspiring sessions, joyful gatherings, and our first multi-site women's outing. The celebrations concluded with a company-wide Diversity and Inclusion webinar, reaffirming our commitment to equity, empowerment, and meaningful recognition.

7%
Women employees in total workforce

100%
Facilities accessible to specially-abled persons

Zero
Sexual harassment complaints registered

Sexual Harassment Policy

Hikal enforces a strict anti-sexual harassment policy, ensuring a safe and respectful workplace. Aligned with POSH guidelines, our Internal Complaints Committee addresses concerns confidentially and fairly, reinforcing our commitment to gender equality and zero-tolerance approach to discrimination. We conducted a virtual PoSH awareness session, led by our in-house trainer, to educate employees on workplace conduct and legal provisions under the PoSH Act.

Employee Well-being, Benefits, and Retention

At Hikal, we are dedicated to the well-being of our employees, promoting health and wellness through various programmes and targeted training initiatives. Our efforts focus on fostering a supportive and healthy work environment.

Employee Well-being and Engagement Initiatives

Ojas
Employee Wellness Programme

Parigyaan
Employee Recognition

Uday
Employee Engagement Programme

Our initiatives



100%
Of employee covered in well-being measure

100%
Of our units with employee engagement plan



Ojas – Employee Wellness Programme

Ojas represents our commitment to nurturing a healthier, more balanced workforce. By offering wellness activities like yoga, Zumba, stress-relief sessions, and health awareness programmes, Ojas encourages employees to prioritise self-care. This focus on well-being supports sustained energy, resilience, and a positive work environment across the organisation.

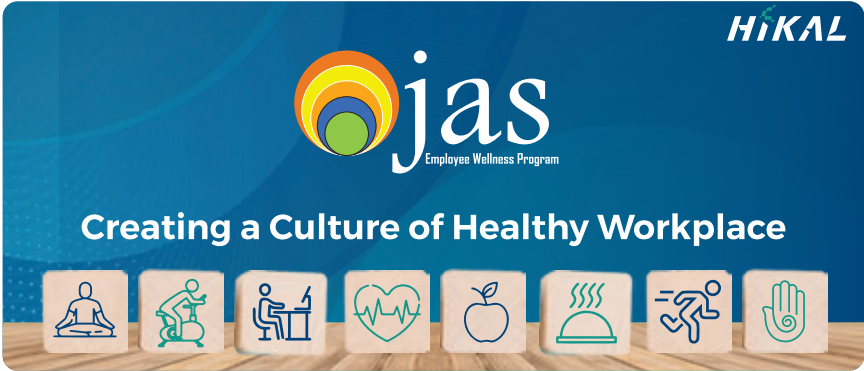
Initiatives under Ojas during 2024-25

Health Awareness Session on Ergonomics

As part of the 'OJAS' initiative, our Taloja site hosted a Health Awareness Session on posture and ergonomics. A follow-up session was conducted during Safety Week to reinforce workplace wellness practices.

Stress Management Session

Hikal Mahad partnered with Neulife Medicorp to organise a three-day Half-Yearly Medical Health Camp focused on safeguarding employee well-being. A total of 190 employees participated, undergoing clinical examinations, BMI checks, blood pressure and vision tests, urine analysis.



Health Awareness Sessions on Cancer and Tuberculosis

Taloja site hosted Health Awareness Sessions on cancer and tuberculosis in collaboration with Sanjeevan Life Beyond Cancer. Attended by 70 employees, the expert-led sessions focused on screening, early detection, prevention, and timely treatment.

Zumba Dance Session

Regular Zumba dance wellness sessions are held across our sites to promote physical and mental well-being. These are tailored especially for female employees to support heart health, relieve stress, and to create a lively, positive atmosphere.



Uday -Employee Engagement Programme

Uday fosters meaningful employee engagement through curated activities that celebrate connection and collaboration. From festive celebrations and sports events to team-building workshops, town halls, and movie days, Uday creates shared experiences that strengthen bonds, enhance workplace culture, and align employees with our organisational values and vision.

Initiatives under Uday during 2024-25

Celebrating Togetherness through Festivals

Vibrant celebrations of festivals such as Gudi Padwa, Ganesh Chaturthi, Independence Day, Diwali, and Dussehra were held across sites. Traditional décor, regional cuisine, and cultural activities fostered camaraderie, honoured our rich heritage, and created memorable experiences.

Town Hall Meetings: Reinforcing Engagement

Town Hall meetings serve as a vital platform for transparent communication and collective engagement. Updates on plant operations, key initiatives, and training programmes are provided during these meetings, and achievers are recognised, nurturing an inclusive culture.

Movie Day: Strengthening Bonds beyond Work

Movie Day was curated for teams from the Taloja and CBD sites. The event offered a delightful escape from routine, with employees and their families enjoying a popular film and engaging in meaningful interactions, nurturing a vibrant workplace culture.

Celebrating Sportsmanship across Hikal Sites

Hikal's Sports Week 2024 brought together employees across locations in a vibrant celebration of teamwork and friendly competition. From indoor games to outdoor cricket and tug-of-war, each event fostered unity, energy, and the enduring spirit of 'One Hikal'.



Parigyaan – Employee Recognition Programme

Parigyaan is our flagship recognition programme that celebrates individuals who exemplify dedication, performance, and impact. By fostering a culture of appreciation and excellence, it strengthens employee engagement across the organisation. Numerous awards were conferred across locations to honour exceptional contributions that advanced our collective goals and values.

Awards under Parigyaan

Spot Award	Employee of the Month	Innovation Award	Team of the Month
Department of the Month	Lab of the Year	Safety Champion of the Month	Rising Star of the Month

Initiatives under Parigyaan in 2024-25



Chairman's Excellence Award

The Chairman's Excellence Awards made a remarkable comeback in a virtual format, connecting Hikalites across locations to celebrate exceptional achievements. The event recognised excellence through eight individual awards, six Cultural Pillar Brand awards, and 170 Team Excellence awards, reflecting Hikal's strong culture of appreciation and commitment to inspiring performance across the organisation.



Jigani 2

Awarded Best manufacturing site

170

Individuals in 9 Teams Awarded Cultural Pillar Brand Ambassador

6

Individuals Awarded for Team Excellence

8

Individuals Awarded for Individual Excellence

Awards at Town Hall Meetings

Town hall meetings were conducted across sites to foster open communication and collaboration. As part of the Parigyaan programme, employees were recognised through awards such as Rising Star, Innovation Award, Safety Champion, and Team Excellence. Select locations also celebrated employees who achieved Lean Six Sigma Yellow Belt certifications, reinforcing continuous improvement.



Employee Benefits

We prioritise employee well-being through a range of thoughtfully designed benefits. From comprehensive medical insurance for employees and their families to transport facilities, each offering supports a healthier, more secure work environment. All our employees are covered under various welfare and social security benefits. Health insurance and accident insurance coverage extend to 100% of our workforce. All married women covered under statutory maternity leave and all married men are eligible for paternity leave.

Employee Retention

We place strong emphasis on employee retention and succession planning. Talent evaluations are conducted through detailed technical questionnaires to assess each employee's skills and potential. Continuous training is provided to help employees enhance their knowledge and capabilities. We actively seek feedback to improve the work environment, foster ongoing development, and shape the organisation's future through inclusive, collaborative growth.

Employee Hour

Employee Hour is organised across multiple sites to encourage open dialogue between employees and senior leadership in a relaxed, informal setting. These sessions help new joiners understand Hikal's values, culture, and strategic priorities, while also offering a platform to share feedback. This initiative supports smoother onboarding, strengthens engagement, and fosters a more inclusive and collaborative work environment.



Talent Evaluation and Development

The Business Excellence and HR teams conduct a focused talent evaluation through a detailed technical questionnaire. This exercise enables employees to refresh and expand their knowledge while offering insights into their technical strengths. The initiative supports continuous learning and career development, forming a key part of Hikal's broader talent evaluation and capability-building framework.

Employee Referral Scheme

A PEP talk was conducted to reinforce the employee referral scheme, explaining the process, outlining key steps, and highlighting rewards for successful referrals. This initiative encourages active participation, empowering employees to contribute to talent acquisition by referring qualified candidates from their networks and supporting the organisation's recruitment goals.

Value Week

Hikal's 9th Values Week, held from 8 to 12 July 2024, brought together employees across all sites to celebrate the spirit of our Core Values and Culture Pillars. With the theme 'Values Drive Excellence', the week featured enthusiastic participation, meaningful engagements, and community-focused initiatives. From recognising long-term contributions and nurturing team bonds to promoting sustainability and social engagement, the week was a powerful testament to how values truly drive excellence at Hikal. It united Hikalites through purpose, pride, and performance.



Glimpse from our Site offices
CBD Office

At the CBD office, Values Week was brought to life through high-impact engagement and strong employee participation. Daily value-themed activities fostered camaraderie, while creative initiatives like Cheers from Peers 'reinforced' a culture of recognition and respect.

Pune R&T

Pune R&T embraced the week with a focus on innovation, empathy, and teamwork. Employees shared personal experiences of value-based leadership, while a blood donation drive, voluntary contributions, and a plantation initiative demonstrated collective compassion and civic responsibility.

Panoli

Panoli site blended creativity with purpose and impactful community outreach. Artistic expression was projected in the 'Wealth from Waste and Hikal's Got Talent events', while an emotionally resonant visit to an old age home by women employees highlighted our value of empathy in action.

Taloja

Taloja site demonstrated a strong commitment to sustainability and innovation. Employees and their families took part in a Wealth from Waste initiative, creating art from recyclables, while the tree plantation drive underscored our dedication to environmental stewardship.

Jigani Units 1 & 2

At Jigani site, the focus was on cultivating team synergy and environmental care. A green belt plantation drive around the site served as a tangible expression of our sustainability goals, while high-energy team-building activities reinforced trust and interdepartmental coordination.

Mahad

Mahad's celebration revolved around unity, growth, and environmental responsibility. Employees participated in meaningful plantation activities and showcased remarkable creativity in various contests.

Employee Engagement, Training and Skill Development

We are committed to continuous employee training and development to build a capable and future-ready workforce. Our diverse learning programmes focus on upskilling and reskilling, supporting both technical and behavioural growth. These initiatives aim to enhance individual performance, foster professional growth, and ensure our employees contribute effectively to our long-term success.

100%
Employees received
training on health
and safety



Employee Training and Development

At Hikal, we prioritise capability building through structured learning interventions that support career progression and enhance employee satisfaction. Our development framework includes access to platforms such as LinkedIn Learning, enabling employees to deepen functional expertise and strengthen leadership competencies, aligned with evolving business needs and individual growth aspirations.

Training and Development Programmes during 2024-25

Interpersonal Effectiveness and
Productivity Training

A site-wide workshop was held to develop communication and time management skills. Employees learned active listening, conflict resolution, and strategies to boost productivity and collaboration.

Speech Crafters Session

At CBD, the L&OD team launched a public speaking programme to help employees overcome stage fright. Participants delivered speeches judged by experts, with a badge system introduced to recognise progress.



Knowledge Sharing Session

The R&T team's bi-monthly sessions, led by DQA, covered topics like regulatory compliance, ALCOA+ principles, and nitrosamines—fostering learning, collaboration, and technical excellence.

Employee Orientation
Programme

Under the 'Neev' programme, six new joiners were welcomed. Site HR Head Vishal Patil encouraged feedback and open dialogue, reinforcing collaboration, continuous learning, and shared ownership.

Learning and Development - LinkedIn Learning

At Hikal, we prioritise Learning and Development to strengthen workforce capabilities. In partnership with LinkedIn, we offer curated courses aligned with our operational needs, covering diverse topics from Construction Safety to Public Speaking. These targeted learning initiatives help bridge skill gaps, enhance technical and soft skills, and ensure our employees remain equipped to meet evolving industry standards with confidence.

45,028
Total video views

100%
Repeat learners

75%
Enrolled for Construction Safety course

4.9%
Average course rating

Popular Technical Courses and Participation

Construction Safety

This course attracted the highest engagement, with 65% of employees participating and rating it 4.7 out of 5. It played a key role in enhancing awareness of safety protocols and regulatory compliance.

Construction Management: Safety and Health

With 57% participation and the highest course rating of 4.8, this programme provided advanced safety management skills crucial for operational excellence and personal development.

Occupational Safety and Health

Engaged 53% of employees and delivered essential knowledge on workplace safety, contributing to a stronger culture of compliance and preventive practices.

Building Soft Skills for Holistic Development

We also introduced programmes such as Public Speaking, Quality Management, and Project Management to enhance interpersonal effectiveness. While these courses were well-received, participation was lower, indicating a preference for technical content.



Occupational Health and Safety

At Hikal, excellence in safety is our core priority. We conduct regular training and awareness campaigns to address workplace hazards and ensure strict adherence to safety protocols. Our commitment is reinforced through frequent audits, with all recommendations systematically implemented to strengthen our culture of safety and compliance.

Zero
LTIFR

Zero
Total recordable work-related injuries

34,204
Hours of EHS Training to Employee and Contract Employee

Ensuring Employee Health and Safety

We have strengthened our safety culture through introduction of high-impact initiatives. Our behaviour-based programme 'Surakshapath' has reduced behavioural risks across

operations. Complementing this, our One Minute for Safety talks, structured EHS Induction sessions, and Wet Drills have further strengthened safety awareness. These helped embed

a proactive, organisation-wide mindset focused on continuous improvement in occupational health and safety practices.

OUR PLATFORMS/
SYSTEMS
mySetu
EHS Portal

Ensuring
Employee
health and
Safety

jas
Our INITIATIVES
One Minute
Safety Programme

SOCIAL

Strengthening Safety through Risk Evaluation

At Hikal, workplace safety begins with rigorous hazard assessments through HIRA and HAZOP studies for all activities. Dedicated EHS teams oversee implementation of safety protocols across sites. We also collaborate with accredited labs and leverage our R&T Centre's expertise to ensure full compliance with safety and regulatory standards.

Strengthening Digital Safety Reporting

We have enhanced our safety systems with the Company-wide rollout of the 'mySetu' digital platform, enabling prompt reporting of hazards, near misses, and incidents. Each report is analysed for root causes, with corrective actions tracked to closure, driving continuous improvement and strengthening our incident prevention efforts across operations.

Strengthening Preventive Healthcare

We prioritise employee well-being through comprehensive non-occupational healthcare support, including 24/7 access to on-site medical officers and trained personnel. Regular preventive check-ups and annual health camps are conducted, with all employees covered under group medical and accidental insurance, ensuring a holistic, preventive approach to workplace health and overall employee safety.

Strengthening Safety Awareness through Training

To strengthen safety awareness, we conducted regular training interventions, particularly for shop floor teams. Initiatives such as toolbox talks, safety briefings, and one-minute safety sessions were organised to reinforce critical safety protocols. These efforts have deepened employees' understanding, promoted proactive safety behaviour, and embedded a strong culture of safety within daily operations across our facilities.

Fire Safety Training

At our Jigani site, employees were trained to identify fire hazards, follow preventive measures, and execute safe evacuation. The session enhanced confidence in handling fire extinguishers and strengthened overall emergency preparedness.



ERT Training and Mock Drill

A fire safety drill was held at Hikal CBD and Taloja by an external trainer with EHS Head coordination. Emergency Response Team members and staff received hands-on training in rescue and evacuation, reinforcing our safety commitment.



One Minute Safety Programme

Held every fourth Saturday at Pune R&T, the programme covers unsafe acts, conditions, near misses, and incident reports. During the pandemic, sessions moved to online platform, encouraging virtual sharing of safety experiences and learnings.



Championing a Culture of Safety: Hikal's 21-Day Safety Challenge

Championing a culture of safety, Hikal launched a 21-Day Safety Challenge across all sites under the theme 'Our Safety, My Responsibility'. Kicked off with a virtual inauguration, the initiative encouraged personal ownership of safety. Each location added its own creative flair, energising teams and reinforcing that safety at Hikal is not an event but a shared, ongoing commitment.



Highlights of 21-Day Challenge Safety Skits

It highlighted real-life scenarios and reinforced safe practices in a relatable way.

Safety Book

A handy Pocket Safety Book was shared across sites with key safety tips and protocols.

Safety Buddy System

Safety Buddy system was introduced to foster peer accountability and mutual support.

PPE Exhibition

PPE exhibition was held to showcase the correct use and importance of personal protective equipment.

Fire Safety Training

Training sessions on fire safety, ergonomics, mock drills, CPR, and hazard haunt were conducted.

Trainings Conducted during the Safety Month Basic Life Support Training

The training equipped employees with essential emergency response skills, covering CPR, AED use, and basic first aid to boost confidence and preparedness

Mock Drill

A surprise mock drill simulated emergency scenarios to assess readiness, reinforce protocols, and strengthen decision-making under pressure

Report it Right

Focused training was held under the 'Report it Right' initiative to guide employees on reporting incidents and near misses accurately, enabling timely intervention and promoting safety ownership

Machine Safety

A practical session enhanced awareness of machine safety, covering lockout-tagout, emergency stops, and hazard identification to ensure safe handling of high-risk equipment

Human Rights and Community Relations

At Hikal, respect for human rights forms the foundation of our values and workplace culture. We are committed to upholding dignity, fairness, and inclusivity across our operations, with zero tolerance for discrimination, harassment, or forced labour. Beyond the workplace, our CSR programme 'Srijan' extends this commitment by supporting community development through focused initiatives in education, healthcare, environmental sustainability, cultural heritage, and employee-led outreach.

Respecting Human Rights

At Hikal, we are deeply committed to safeguarding human rights across all our operations. In collaboration with an independent agency, we conduct rigorous human rights due diligence to identify and assess potential risks. Annual audits, led by our Internal Audit and EHS teams, ensure sustained compliance and enable timely, effective corrective actions where needed.

Freedom of Association

Our organisation wholeheartedly endorses the freedom of association and the right to establish and join unions, in accordance with international labour standards. We believe that employee unions help to safeguard the interests of our workers.

Child Labour, Forced and Compulsory Labour

We strictly prohibit discrimination, harassment, child and forced labour. Our 'No Child or Forced Labour Policy' ensures no one under 18 is employed and all work is freely chosen across all sites. We do not tolerate discrimination in any form and ensure equal opportunities in recruitment, training, promotion, remuneration, and all other aspects of employment.

Mechanism to Address Grievances

Our grievance redressal framework enables employees and stakeholders to raise concerns fairly and transparently. Policies such as POSH (Prevention of Sexual Harassment) and the Whistle-blower Policy ensure a safe, respectful, and accountable environment for all individuals across our organisation.



Training on Human Rights

We take pride in empowering our workforce with a clear understanding of human rights and our organisational values. Through focused training, we ensure that every employee is well-informed and aligned with our commitment to respect, equality, and dignity, fostering a workplace culture grounded in integrity and shared responsibility.

97.52%
Total permanent employees have been provided training on human rights

100%
Permanent workers are associated with a union

Community Relations

Our CSR commitment reflects our goal of creating shared value for communities near our operational sites. Through our flagship programme, 'Srijan', we focus on five key pillars: Education, Healthcare, Employee Involvement, Environmental Protection, and Heritage Conservation. Partnering with NGOs across sectors, we strive to deliver meaningful, lasting impact for both local communities and the natural environment.

1.2 lakhs
Students benefitted

INR 29 Million
CSR expenditure

1.5 lakhs
Patients benefitted

Our Contribution to UN SDGs



CSR Programme and Intervention Areas





Anahat
Watershed Management Project

To mark World Earth Day 2024, an integrated watershed development project was launched at Pimpalkond village in Mahad taluka through a collaborative effort between Hikal and a partner NGO. The initiative aims to enhance water availability for agriculture, livestock, and household needs, while promoting sustainable water resource management and long-term access to safe drinking water for the local community.

Sustainable Support for Pilgrims

During the Ambaji Padyatra, we partnered with GPCB Gandhinagar to set up a sustainability kiosk supporting pilgrims. Used plastic bottles were exchanged for 1,000 reusable steel ones, promoting clean drinking practices and reducing single-use plastic. Collected plastic waste was recycled, combining environmental responsibility with meaningful support for thousands undertaking the spiritual journey.



Medha
Infrastructure Development Work

At Zilla Parishad Primary School in Dattawadi-Nere, we completed infrastructure upgrades, including a tin shed, handwash station, and cement tank. Scout uniform accessories were also provided to 40 students for the Independence Day parade. The initiatives were well-received by staff and parents, reflecting our continued support for education and student well-being.

Mentorship and Career Counselling

We launched a CSR initiative in Maharashtra to support mentorship and career counselling for 150 underprivileged girls, in partnership with Light of Life Trust and Mentoria. Our CSR Head engaged with students, conducted career assessments, and distributed certificates to successful participants. The programme aims to bridge the opportunity gap by empowering young girls with guidance to make informed career choices and build confident futures.



Kaushalya
Ambulance Donation to Mahad-based Social Organisation

We donated a fully equipped ambulance to a rural healthcare NGO to support emergency medical needs of underprivileged communities, reinforcing our commitment to accessible healthcare in remote areas.

Blood Donation Camp

As part of Values Week, employees across departments participated in a blood donation camp, reflecting strong commitment to community welfare and contributing to life-saving healthcare support.

Voluntary Donation Drive

In collaboration with a charitable organisation, we organised a donation drive during Values Week. Employees generously contributed essentials, many purchasing new items, demonstrating empathy and alignment with our values.



Strengthening Safety Infrastructure

We upgraded key police station facilities to enhance hygiene and public interaction. The initiative supported cleaner, functional spaces and improved working conditions for frontline law enforcement.

Empowering Families through Autism Awareness

Through the Umeed Parent Programme, we provided families of children with special needs with resources and guidance, promoting confidence, early intervention, and better caregiving outcomes.



Rachna
Marg Foundation

We support Marg Foundation in promoting Indian art, culture, and heritage through publications, research, and education. We widen the access to knowledge, and help to preserve traditions, inspiring future generations to follow artistic legacy.

National Centre for the Performing Arts (NCPA)

Our association with NCPA strengthens India's performing arts ecosystem. We support programmes that bring world-class performances to diverse audiences, preserving classical art forms while encouraging innovation.

Mehli Mehta Foundation

We partner with the Mehli Mehta Foundation to foster love for Western classical music. Through workshops and concerts, the foundation cultivates musical appreciation, discipline, and creativity in children.

Zirad Art & Heritage Foundation

We support Zirad Foundation in preserving local art, craft and heritage while empowering rural communities. We create avenues artisans to sustain their livelihoods, bridging tradition with contemporary relevance, ensuring cultural continuity.



Sampark
Lunch and Laughter with Old Age Home Residents

As part of a values-led initiative, women employees visited a local old age home, sharing lunch, laughter and heartfelt conversations with the residents. The activity fostered warmth, connection, and joy, while reflecting a strong commitment to community well-being. This simple yet meaningful gesture embodied compassion and reinforced the importance of giving back and brightening the lives of others.