

Enabling rewarding careers

We owe our continued success over the past four decades to the passion and commitment of our people. We provide them an open, fair, and equitable work environment that creates opportunities for personal and professional growth.

Our people are our greatest asset and have inspired us to maintain our strong growth trajectory. Their health, safety, well-being, satisfaction, and career growth are of extreme importance to us. We ensure they have a rewarding journey with us at SCL.

We have a diverse workforce and ensure there is no discrimination on grounds of geography, gender, religion, ethnicity, and sexual orientation. This principle applies to our contractual staff as well.

2,603
Total number of employees

265
New hires in FY2022

90%
Employee retention ratio in FY2022

Training and development

A trained and skilled workforce brings in professional attitude and improved performance efficiency. Our employees are expected to undertake several trainings and workshops to remain in line with the ever-evolving industry practices. Some of our skill-based programmes include:

- Trainings in energy, environment, and waste management
- Training on energy and utility management by CII
- Onsite safety training conducted by the National Safety Council team
- Training on safe operations of power plant
- Training on operating solar and WHRS plant
- CII training on waste management process

Highlights of FY2022

18,216
Total training hours

768
Employees trained

200
Safety trainings conducted

835
Safety induction sessions

People profile

New hires by age and gender

Age group	Male	Female
<30	97	1
30-50	145	2
>50	19	1

Employee attrition by age and gender

Age group	Male	Female
<30	40	0
30-50	56	1
>50	28	1

Employee strength by age and gender

Age group	Male	Female
<30	130	0
30-50	608	6
>50	182	1

Management profile by gender

Age group	Male	Female
Junior Management	811	7
Middle Management	107	0
Senior and Top Management	30	0

Board Strength by age and gender*

Age Group	Male	Female
<30	0	0
30-50	1	1
>50	5	2

* As on May 11, 2022



Work-life balance and human rights

Our fair payment policy ensures competitive salaries as per industry standards to both, permanent as well as contractual staff. Employees also enjoy accidental insurance, term insurance, Medclaim, gratuity, and leave encashment privileges during their tenure at SCL. We strive to elevate the living standards of all our staff by providing them adequate resources.

Health and safety

Health and Safety continues to be a core material issue for us. We ensure 100% usage of safety gear for our staff working at our manufacturing locations. All our sites and offices are disinfected regularly. Periodic checking of machinery is conducted to identify any safety hazard. We also conduct Hazard Identification and Risk Assessment (HIRA) to evaluate opportunities for the prevention of accidental injuries. A team of medical professionals are present on standby 24x7 to attend any medical emergency. All employees are expected to mandatorily undergo safety training as part of the induction process.

Occupational Health and Safety	FY2021-22
LTI Mattampally	0
LTI FR	0
Fatalities	0
First Aid	32
Near Miss Incidents	98
Safe Man Hours	40,55,113

* As on May 11, 2022

Zero
Fatalities

98
Near misses

40,55,113
Safe manhours

2,603

Employees are covered under social security schemes



Bayyavaram, A.P. - Plant