



# Employee well-being



At SGC, we prioritise a safe, healthy and respectful workspace where every individual feels valued, respected and empowered to reach their full potential. We are committed to fostering an inclusive work environment that supports work-life balance and creates opportunities for career advancement. Our people strategy emphasises continuous learning and development, enabling employees to unlock their full potential.

## Key highlights

**180**  
New employees

**44,532**  
Total training hours

**14.27%**  
Employee turnover rate

**2%**  
Female workforce

## Diversity and Inclusion

At SGC, we are committed to fostering a diverse and inclusive workplace where all employees feel valued and respected, regardless of background, gender, ethnicity or abilities. The Company supports diverse hiring practices and promotes an inclusive culture through targeted policies. To reinforce this commitment, we provide training on unconscious bias and diversity awareness and established employee resource groups to cultivate a sense of belonging across the organisation.

We are committed to cultivating an inclusive and respectful workplace where diversity is embraced. Our approach includes:

- ◆ Cultivating a work culture that is free from discrimination and harassment.
- ◆ Ensuring equal access to opportunities and information for all employees.
- ◆ Valuing diverse perspectives, innovative thinking and open discussions to drive creativity and performance.
- ◆ Promoting professionalism and corporate etiquette while encouraging free expression and thought.

We are committed to providing a safe and respectful workplace. We have conducted POSH (Prevention of Sexual Harassment) awareness sessions twice this year, achieving 100% coverage of all employees. No POSH complaints were received across the Group during the year.

## Our workforce

Employees	FY 2025	FY 2024
Male	1,179	1,172
Female	23	17
<b>Total</b>	<b>1,202</b>	<b>1,189</b>



Jeerabad Plant, Madhya Pradesh



## EMPLOYEE WELL-BEING

### Human capital development and employee engagement

At SGC, we lay emphasis on human capital development through focus on career growth, employee well-being, and recognition. We empower employee aspirations and potential.

To strengthen connections within the workforce, we regularly organise team-building events, social programmes and outdoor activities. These initiatives play an important role in boosting employee morale and fostering a culture of appreciation and belonging.

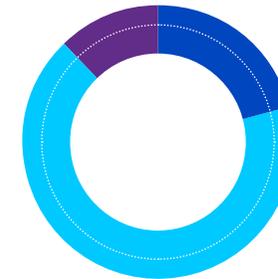
We also offer a comprehensive suite of employee benefits, including life insurance, health care, disability and invalidity coverage, parental leave, and maternity leave - ensuring holistic support for our workforce. 100% of our Workforce is covered in these benefits.



#### Employee engagement survey

We regularly monitor employee sentiment through structured surveys and direct engagement initiatives to build an engaged and motivated workforce. This positive trend reflects our continued efforts to enhance the employee experience, proactively address feedback, and strengthen our organisational culture. The insights gathered help us identify areas of success as well as opportunities for further improvement, supporting workplace satisfaction and long term employee retention.

### Age profile of our workforce



- 21(%) 50 above
- 67(%) 30-50
- 12(%) Below 30

### Learning and development

We provide diverse learning opportunities, including online courses, workshops, and on-the-job training to our people. Regular skill assessments through skill matrix exercises help identify development needs, enabling the creation of personalised learning paths. Employees have access to resources for immediate role-specific knowledge and long-term career advancement. Additionally, cross-functional learning through job rotations and projects helps build a versatile and skilled workforce.

#### Key highlights

**44,532**

Total training hours

**12.11**

Average training hours per employee

Location	Head Count	Hours
Gudipadu	188	5,282
Dachepalli	173	1,393
Mattampally	254	13,875
Jeerabad	198	10,228
Jajpur	45	3,869
Bayyavaram	57	9,884.5
<b>Total</b>	<b>915</b>	<b>44,532</b>



## EMPLOYEE WELL-BEING



### Performance management

Our performance management system aligns employee goals with organisational objectives through clear expectations, continuous feedback and regular evaluations. Employees undergo annual performance reviews to assess achievements, strengths and development areas. The evaluation process includes self-assessments, HOD reviews and immediate supervisor assessments, emphasising both individual contributions and team collaboration. This holistic approach helps identify skill gaps and fosters professional growth.

### Digital transformation of HR

We have embarked on a digital transformation initiative to modernise HR processes. Seeking a solution that could centralise employee data, automate routine tasks and improve communication, the HR team deployed HR Management System (HRMS) solution across all departments and divisions.

The transformation aimed to streamline HR operations by automating processes like payroll, leave management and employee onboarding. By implementing a unified platform, we ensured secure storage and easy access to employee information for HR, managers and employees alike. The digital system is scalable and adaptable to support new business units, locations and more employees.

The seamless integration with existing systems ensured smooth operations. Automated processes have eliminated manual tracking of employee records and approvals. Real-time notifications and reminders have transformed internal communication.

Although still in the early stages, we are already experiencing tangible benefits. The automation of essential HR functions, centralised data management and improved communication have created a solid foundation for future advancements, positioning us for continued growth and efficiency.

### Talent retention and succession planning

We continue to strengthen our workforce with a diverse range of talent. This year, we successfully onboarded 180 new employees, with 4% being women. Our recruitment efforts have focused on both lateral movements and campus hires, ensuring that we bring in fresh perspectives and skills to drive the Company's growth.

We prioritise talent retention by fostering a supportive and inclusive work environment. Our low attrition rate reflects our commitment to employee satisfaction, while long service awards recognise the dedication of our team. These initiatives, combined with continuous professional development, ensure that SGC remains an employer of choice in the industry.

#### New employee hires during the reporting period, by age group, gender and region

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Total employee <b>by age group</b>	180	172	96	8	4
21-30	42	40	95	2	5
30 - 50	126	120	95	6	5
50 and above	12	12	100	0	0
Total employee <b>by region.</b>	180	172	96	8	4
Telangana	62	56	90	6	10
Madhya Pradesh	50	50	100	0	0
Andhra Pradesh	53	51	96	2	4
Odisha	15	15	100	0	0

#### Employee turnover during the reporting period, by age group, gender and region

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Total employee <b>by age group</b>	171	168	98	3	2
21-30	34	34	100	0	0
30 - 50	110	107	97	3	3
50 and above	27	27	100	0	0
Total employee <b>by region</b>	171	168	98	3	2
Telangana	75	72	96	3	4
Madhya Pradesh	47	47	100	0	0
Andhra Pradesh	39	39	100	0	0
Odisha	10	10	100	0	0