

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 great products.

Our HR vision and strategy

Our 2020 Human Resources (HR) Strategy places a strong focus on building a high-performing organization by engaging all our employees in a culture of leadership, collaboration and innovation. The strategy stands on our four pillars of **Profitability; Leadership; Engagement and culture;** and **Employer brand.**

Employee innovations

We put the right systems in place to recognize when our employees are developing and provide them with the necessary tools and support to continue to grow at Birla Carbon. Established in FY2017, our eAcademy shares the experience and knowledge of business leaders and subject matter experts with our employees. A series of courses introduce our people to Birla Carbon-specific topics such as Carbon Black 101, carbon black reactor technology, and Commitment Based Safety.

Attracting and supporting the right people who are going to bring creative ideas to our business allows our culture of innovation to develop so we can offer our customers cutting-edge solutions to their carbon black needs.

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.

Addressing our FY2020 achievements

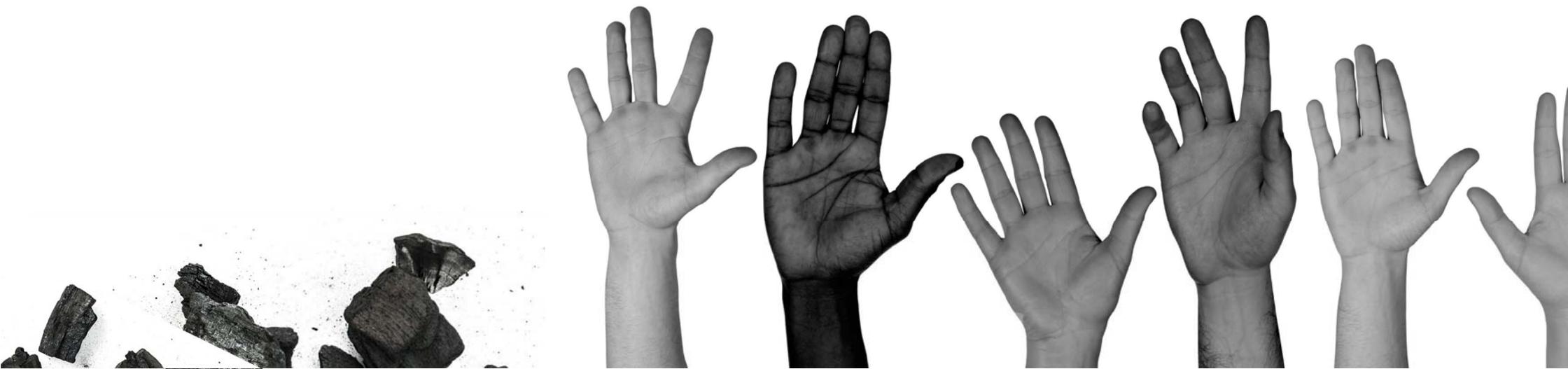
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Total Recordable Incident Rate (TRIR), an industry-leading score

87%

employee engagement, above the industry benchmark of 70% in 2019

Find out more at sustainability.birlacarbon.com



Empowering employees continued

Offering employees global training opportunities

In April 2019, we launched our Global Rotation Program. Through the program, high-performing employees are offered the chance to spend four to six weeks working in one of our other global facilities, developing their skills and sharing ideas with international colleagues. Here, two of our employees share their experiences from the program.



BYOUNGYOON KIM

Purchasing Supervisor, Birla Carbon Korea Plant



It's good to be able to make friends at factories in other continents. I believe that through mutual exchange of views, the company will make better progress."

Byoungyoon joined the program in July 2019, traveling from his home unit in Korea to spend four weeks with Birla Carbon Hungary. During his time with the Unit Leadership team in Hungary, Byoungyoon exchanged ideas on purchasing and inventory control for carbon black, learning new techniques to implement at Birla Carbon Korea. His mentor, Laszlo Dobos, found that the program was beneficial for Birla Carbon Hungary as well, as Byoungyoon brought with him strong experience and information that could be used to improve operations in Hungary.



SACHIN KUMAR

Shift in Charge, Operations, Birla Carbon Renukoot Plant



It was a very good experience for me. The rotation stint helped me to enhance my knowledge of carbon black. I gained understanding of new technology of carbon black which is different from the Renukoot unit. This program helped me to think about new ideas and ways of working for continuous improvement."

Sachin, from Birla Carbon's plant in Renukoot, India, got the opportunity to interact with the leadership team at the plant in Trecate, Italy in June 2019 through the program. During the month, he and his mentor, Dino Miglio, covered a range of topics including reactor chemistry, beading systems and the rubber properties of carbon black – information Sachin can use to improve processes in Renukoot.