2016
India sustainability
metrics report
In 2016, we reduced the Total Recordable Case Rate (TRCR) by 56% (0.034) and Days Away Case Rate (DACR) by 100% (0.0) compared to 2015. This encouraging result was made possible by consistent and focused efforts to foster Eaton’s ‘Zero Incident Safety Culture’ across facilities in India. In addition to building infrastructure to make machines and the facility safer, training employees to adopt safe operating procedures and be vigilant about risks and opportunities that can enhance safety is indispensable. This was done through operational safety trainings, on-the-job coaching and behavior-based safety training programs across all locations. Each site in India also undergoes regular site-level to work-station level risk assessment. Each plant implements a focused job safety analysis to ensure that every process and machine is as risk free as possible.

**Total Recordable Case Rate (TRCR)**
No. of recordable injuries per 100 employees

- 2014: 0.06
- 2015: 0.06
- 2016: 0.03

**Days Away Case Rate (DACR)**
No. of days away cases per 100 employees

- 2014: 0.03
- 2015: 0.06
- 2016: 0.00
In 2016, greenhouse gas generation from plant operations in India was reduced by about 2% – a decrease of 366 metric tons, compared to the figures last year. The reduction was driven by several successful programs across facilities in India. These included replacement of fluorescent lamps with safe and energy efficient LED lights, compressed air leakage management as well as reduction of power consumption by installation and effective optimization of pressure booster pumps for cooling towers and installation of variable frequency drives.

For 2017, the goal is to maintain GHG emission levels at par with 2016.

**GHG Generation**
(in thousand metric tons)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG</td>
<td>173</td>
<td>175</td>
<td>171</td>
</tr>
</tbody>
</table>
In 2016, water consumption levels increased by about 11% from plant operations in India as compared to 2015. The increase was primarily due to major facility expansion and capacity addition at key locations such as Pimpri, Pondicherry and Ahmednagar.

But it is important to note that currently all our plants are zero discharge plants – not a single drop of treated water is wasted, as it is recycled for use in gardens and toilets within our facilities. Some sites have also implemented rainwater harvesting projects.

In 2017, the goal is to reduce water usage in all sites so that the total consumption is decreased by 3%.

Water Consumption
(in thousand metric tons)

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>59.9</td>
</tr>
<tr>
<td>2015</td>
<td>64.2</td>
</tr>
<tr>
<td>2016</td>
<td>71.3</td>
</tr>
</tbody>
</table>
Waste management

We have been able to substantially reduce waste to landfill by 25%, nearly 500 metric tons compared to 2015. This has been achieved through several successful projects to segregate waste at source and recycle and reuse as far as possible. One example is the successful switch at many sites from oil-based to water-based lapping, which allows most of the sludge to be converted into usable metal dust.

Eaton has also been working globally to help its facilities eliminate waste sent to landfills. The Ranjangaon plant in India has been recognized as one Eaton’s Zero Waste to Landfill sites, and more than 100 Eaton sites around the world have been recognized for this achievement.

The goal in 2017 is to reduce waste to landfill by 3% and work towards having more locations in India achieve Zero Waste to Landfill status.
Eaton aspires to become a model for inclusion and diversity globally. Several focused efforts have been made in 2015 and 2016 to attract, develop and retain diverse talent in India. This has led to an increased representation of women at various levels across the organization. Some noteworthy initiatives include:

- **ReLaunch** – A unique program launched in 2016 that gives a platform to women who have taken a career break to restart their careers with Eaton
- **Eva** – A program to reward employees who refer women candidates for employment with Eaton
- **Abha** – A focused program to groom high potential women employees and equip them with skills necessary for professional and personal growth

### Gender diversity

<table>
<thead>
<tr>
<th></th>
<th>Total employees</th>
<th>No. of women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Leadership</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Managers of People</td>
<td>502</td>
<td>75</td>
</tr>
<tr>
<td>All others</td>
<td>3798</td>
<td>926</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4311</strong></td>
<td><strong>1001</strong></td>
</tr>
</tbody>
</table>

### Generational diversity

<table>
<thead>
<tr>
<th>Age category</th>
<th>Leadership</th>
<th>Managers</th>
<th>All other</th>
<th><strong>Total</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>under 30</td>
<td>0</td>
<td>12</td>
<td>1480</td>
<td>1492</td>
</tr>
<tr>
<td>30-50</td>
<td>6</td>
<td>469</td>
<td>2231</td>
<td>2706</td>
</tr>
<tr>
<td>above 50</td>
<td>5</td>
<td>21</td>
<td>87</td>
<td>113</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1492</strong></td>
<td><strong>2706</strong></td>
<td><strong>113</strong></td>
<td><strong>4311</strong></td>
</tr>
</tbody>
</table>

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Building a sustainable workforce through training and development

Eaton is committed to fostering a culture of continuous learning that allows employees to develop professionally while enabling teams to stay more competitive in the marketplace. Eaton University enables this culture of learning and works towards creating a sustainable workforce by providing training solutions that are just in time, just enough and just right for the employee.

Our approach accepts that all employees are unique, prefer different learning methods and have varied professional and educational goals. Over 260 new training courses were introduced in 2016 to meet unique needs of employees – that is 30.4% more as compared to 2015. There was also focused effort to increase the number of online learning courses enabling employees to learn at their own pace and time from any location. Over 100 new online courses were introduced in 2016. A substantial increase of 62.5% in utilization (course completion) of total number of trainings (both online and instructor led) was seen in 2016 as compared to 2015. In addition, the number of employees impacted by these trainings increased by 59.5% in 2016 as compared to the previous year.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total unique courses</th>
<th>Total course completions</th>
<th>Total employees trained</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>820</td>
<td>20680</td>
<td>1785</td>
</tr>
<tr>
<td>2015</td>
<td>861</td>
<td>19621</td>
<td>1019</td>
</tr>
<tr>
<td>2016</td>
<td>1123</td>
<td>31878</td>
<td>1626</td>
</tr>
<tr>
<td>Total</td>
<td>1492</td>
<td>2706</td>
<td>113</td>
</tr>
</tbody>
</table>
Eaton has always been committed to communities in which we live and work. Eaton’s community building efforts in India are focused on three key areas: health, education and the environment. In 2016, Eaton established the Eaton India Foundation – a public charitable trust that makes our community efforts more streamlined and strategic, allowing us to make a bigger difference and presenting our employees with more opportunities to be involved in initiatives and programs that have substantial impact on society.

The annual spend for activities under Corporate Social Responsibility (CSR) in 2016 was **Rs. 3,26,48,077** out of which a majority (75%) was invested on education, 25% on health and 5% on environment-focused projects and programs.

**Program wise distribution of CSR spend 2016**

- Enabling people with disabilities: 53.6%
- Promoting science education: 13.5%
- Soft skills and counselling support: 6.1%
- Environment and rural livelihoods: 11.6%
- Destitute care initiatives: 4.9%
- Supporting HIV affected families: 9.1%

**Note:** A list of non-profits and projects supported by Eaton in India in 2016 is included in the appendix.
Appendix

Non-profits and projects supported in 2016

- Indian Institute of Education (Vigyan Ashram Pabal): Life skills and technology training to 80 rural youth and 300 students from 15 municipal schools in Maharashtra. Funding support to eight fellows engaged in 10 innovation projects at the institute.
- Life Lab, Pune: Supported development of 180 teacher videos benefitting 87 schools and 40,000 children across India. Developed a virtual science lab that helps school children experience simulated experiments.
- College of Engineering, Pune: Supporting the Ignited Innovators of India program at the college – an initiative to promote entrepreneurship, leadership and innovation among students, reaching out to over 15000 college students across India.
- ‘Pratibha’ scholarships for women Engineering students in top tier engineering colleges including IIT Madras, IIT Kanpur, College of Engineering, Pune, and Cummins College of Engineering for Women, Pune.
- Aalochna Centre for Documentation & Research on Women: Mobile library for rural women and children, impacting 16 villages across Maharashtra. Eaton also supports Aalochna in conducting regular workshops and community meetings being held on sexuality, violence and discrimination.
- Friends Union for Energizing Lives (FUEL): Focused career counselling and assessment program impacting over 1400 students from 9 schools across Pune and Nashik.
- Garnishing Talent: Enhancing employability of women engineering students from vernacular, semi-vernacular and rural backgrounds at Cummins College of Engineering for Women in Pune and Padmashri Dr. Vitthalrao Vikhe Patil Institute of Technology & Engineering, Polytechnic College at Loni, Maharashtra. Impacted over 600 women engineers in the last six years.
- NFBM Jagriti Blind School For Girls, Pune: Production of 1324 books in Braille to aid visually impaired children at 75 special schools across Maharashtra. Eaton also extends ongoing support for lodging, boarding and educational expenses of 50 students studying at the NFBM Jagriti school.
- Bhatkya Vimukt Jati Shikshan Sanshtha (BVJSS), Pune: Supporting an orphanage in Pune, with special focus on nutrition and health of 400 inmates. Eaton supported renovation of the kitchen, enabling hygienic conditions for food preparation; regular health check-ups and providing nutritional supplements.
- Deep Griha Society, Pune: Health and nutrition support to 42 children at the orphanage.
- Sharon Society (Old Age Home), Pondicherry: Nutrition and healthcare support to elderly residents at the center.
- Network of Maharashtra People Living with HIV/AIDS (NMP+): Micro loans to women entrepreneurs, technical and soft-skill training for youth and nutritional support to children from HIV affected families across selected villages in Pune.
- Vanarai Trust: Invested in building rainwater harvesting infrastructure at a village near Ahmednagar, Maharashtra.

- NFBM Jagriti Blind School For Girls, Pune: Production of 1324 books in Braille to aid visually impaired children at 75 special schools across Maharashtra. Eaton also extends ongoing support for lodging, boarding and educational expenses of 50 students studying at the NFBM Jagriti school.
At Eaton, we believe that power is a fundamental part of just about everything people do. Technology, transportation, energy and infrastructure; these are things the world relies on every day. That’s why Eaton is dedicated to helping our customers find new ways to manage electrical, hydraulic and mechanical power more efficiently, safely and sustainably. To improve people’s lives, the communities where we live and work, and the planet our future generations depend upon. Because that’s what really matters. And we’re here to make sure it works.

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