SREE SUMANGALA METALS AND INDUSTRIES (P) LTD

(Aluminium Division)

B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi, Tiruvallur - 601201, Tamilnadu, India.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR LITE)

For the Period 01st April, 2024 to 31st March, 2025

Doc. No	: SSMI-AD/ESG/D-220
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Date	: 22nd April, 2025

SECTION A: GENERAL DISCLOSURES

Name of the Company:	SREE SUMANGALA METALS AND INDUSTRIES (P) LTD
Year of Incorporation:	1985
Registered Office Address:	B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi, Tiruvallur - 601201, Tamilnadu, India..
Corporate Office Address:	B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi, Tiruvallur - 601201, Tamilnadu, India.
E-mail:	info@sreesumangala.com
Telephone:	044 24359040
Website:	https://www.sreesumangala.com/
Financial Year Reported:	01st April , 2024 to 31st March, 2025
Sector(s) that the Company is engaged in:	Manufacture and supply of Non Ferrous Alloys Ingots
Paid-up Capital:	150 crores
Turnover (as per financial year):	750-800 crore
Number of permanent employees:	105
Number of locations where plants/units/offices are situated:	In India
Markets served by the Company (Local/State/National/International):	In India

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

1. Policies related to business responsibility and sustainability:

SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, integrates ESG principles across operations through robust policies aligned with the National Guidelines on Responsible Business Conduct (NGRBC). Key policies include: Business Ethics Compliance, Human Rights Protection, Fair Wage and Treatment, Workplace Safety Management, Energy Usage, Carbon Emission Reduction, Water Use Management, Efficient Waste Management, Biodiversity Conservation, Supplier Conduct, and Data Protection. These policies ensure ethical governance, employee well-being, environmental stewardship, and stakeholder engagement. SSMI-AD's approach promotes transparency, sustainability, and long-term value creation, contributing to responsible manufacturing and aligning with national and global sustainability expectations.

Sl. No	Policy Name	Principle Covered
1.	Efficient Waste Management Policy	**Principle 6:** SSMI-AD's Efficient Waste Management Policy aligns with NGRBC's Principle 6 on environmental responsibility, ensuring waste reduction, safe disposal, and resource conservation to protect and restore the environment.
2.	Equitable Pay Commitment Policy	**Principle 3:** SSMI-AD's Equitable Pay Commitment Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring fair remuneration, eliminating wage discrimination, and promoting equal opportunities for all employees.
3.	Ethical Conflict Management Policy	**Principle 1:** SSMI-AD's Ethical Conflict Management Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring integrity, transparency, and fair resolution of conflicts in compliance with laws and stakeholder trust.
4.	Stakeholder Rights Protection Policy	**Principle 4:** SSMI-AD's Stakeholder Rights Protection Policy aligns with NGRBC's Principle 4 on stakeholder engagement, ensuring respect, protection, and consideration of stakeholder interests in all business decisions and practices.
5.	Security Concern Reporting Policy	**Principle 1:** SSMI-AD's Security Concern Reporting Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring transparent, accountable mechanisms for reporting, addressing, and resolving security-related concerns without retaliation.
6.	Supplier Conduct Policy	**Principle 5:** SSMI-AD's Supplier Conduct Policy aligns with NGRBC's Principle 5 on responsible value chain, ensuring suppliers follow ethical, environmental, and social standards while promoting sustainability and fair business practices.

7.	Financial Crime Control Policy	**Principle 1**: SSMI-AD's Financial Crime Control Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring prevention, detection, and reporting of fraud, bribery, and corruption to uphold integrity and transparency.
8.	Wage Target Disclosure Policy	**Principle 3:** SSMI-AD's Wage Target Disclosure Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring transparency in wage structures, promoting fair pay, and supporting equitable economic growth for all employees.
9.	Learning and Development Policy	**Principle 3:** SSMI-AD's Learning and Development Policy aligns with NGRBC's Principle 3 on employee well-being, fostering continuous skill enhancement, equal training opportunities, and career growth to empower and motivate the workforce.
10.	Water Use Management Policy	**Principle 6:** SSMI-AD's Water Use Management Policy aligns with NGRBC's Principle 6 on environmental responsibility, promoting efficient water usage, conservation, recycling, and protection of water resources to ensure long-term sustainability.
11.	Ecosystem Advocacy Policy	**Principle 6:** SSMI-AD's Ecosystem Advocacy Policy aligns with NGRBC's Principle 6 on environmental responsibility, supporting biodiversity conservation, habitat protection, and sustainable practices to preserve and restore natural ecosystems for future generations.
12.	Equality and Respect Policy	**Principle 5:** SSMI-AD's Equality and Respect Policy aligns with NGRBC's Principle 5 on human rights, ensuring dignity, non-discrimination, equal opportunity, and inclusive treatment for all employees and stakeholders in every interaction.
13.	Victim Support Process Policy	**Principle 5:** SSMI-AD's Victim Support Process Policy aligns with NGRBC's Principle 5 on human rights, ensuring protection, assistance, and fair redressal for victims of workplace grievances, harassment, or rights violations.
14.	Stakeholder Reporting Mechanism Policy	**Principle 4:** SSMI-AD's Stakeholder Reporting Mechanism Policy aligns with NGRBC's Principle 4 on stakeholder engagement, ensuring transparent channels for feedback, grievance redressal, and participation in decisions impacting stakeholder interests.
15.	Social Compliance Policy	**Principle 5:** SSMI-AD's Social Compliance Policy aligns with NGRBC's Principle 5 on human rights, ensuring ethical labor practices, safe working conditions, and respect for the rights and dignity of all workers.
16.	Fraud Prevention Policy	**Principle 1:** SSMI-AD's Fraud Prevention Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring robust controls to detect, prevent, and address fraudulent activities while promoting transparency, integrity, and accountability.

17.	Harassment Reporting System Policy	**Principle 5:** SSMI-AD's Harassment Reporting System Policy aligns with NGRBC's Principle 5 on human rights, ensuring a safe workplace, confidential reporting, prompt action, and protection against retaliation for complainants.
18.	Air Quality Control Policy	**Principle 6:** SSMI-AD's Air Quality Control Policy aligns with NGRBC's Principle 6 on environmental responsibility, ensuring emission reduction, pollution prevention, and adoption of clean technologies to protect health and the environment.
19.	Labor Conditions Management Policy	**Principle 3:** SSMI-AD's Labor Conditions Management Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring fair labor practices, safe working conditions, and respect for workers' rights to promote dignity and productivity.
20.	Fair Wage Timeline Policy	**Principle 3:** SSMI-AD's Fair Wage Timeline Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring timely payment of fair wages, promoting financial stability, and upholding dignity and respect for all workers.
21.	Business Ethics Compliance Policy	**Principle 1:** SSMI-AD's Business Ethics Compliance Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring integrity, transparency, and accountability in all operations while adhering to laws and responsible business practices.
22.	Green Procurement Policy	**Principle 2:** SSMI-AD's Green Procurement Policy aligns with NGRBC's Principle 2 on sustainable goods and services, ensuring environmentally responsible sourcing, resource efficiency, and reduced ecological impact throughout the supply chain.
23.	Workplace Communication Channels Policy	**Principle 3:** SSMI-AD's Workplace Communication Channels Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring transparent, inclusive, and accessible communication to promote collaboration, trust, and active employee participation in decision-making.
24.	Carbon Emission Policy	**Principle 6:** SSMI-AD's Carbon Emission Policy aligns with NGRBC's Principle 6 on environmental responsibility, focusing on reducing greenhouse gas emissions, improving energy efficiency, and adopting sustainable practices to combat climate change.
25.	Customer Safety Protocols Policy	**Principle 9:** SSMI-AD's Customer Safety Protocols Policy aligns with NGRBC's Principle 9 on customer value, ensuring product safety, compliance with standards, and transparent communication to protect customer health and build trust.
26.	Human Rights Protection Policy	**Principle 5:** SSMI-AD's Human Rights Protection Policy aligns with NGRBC's Principle 5 on human rights, ensuring respect, protection, and promotion of fundamental rights for all stakeholders across operations and value chains.

27.	Fair Treatment Policy	**Principle 5:** SSMI-AD's Fair Treatment Policy aligns with NGRBC's Principle 5 on human rights, ensuring dignity, equality, and non-discrimination for all employees and stakeholders in every aspect of business operations.
28.	Energy Usage Policy	**Principle 6:** SSMI-AD's Energy Usage Policy aligns with NGRBC's Principle 6 on environmental responsibility, promoting energy efficiency, renewable energy adoption, and reduced consumption to minimise environmental impact and support sustainability goals.
29.	Data Protection Measures Policy	**Principle 1:** SSMI-AD's Data Protection Measures Policy aligns with NGRBC's Principle 1 on ethical governance, ensuring confidentiality, integrity, and secures handling of information to protect stakeholder privacy and build trust.
30.	Workplace Safety Management Policy	**Principle 3:** SSMI-AD's Workplace Safety Management Policy aligns with NGRBC's Principle 3 on employee well-being, ensuring safe working conditions, hazard prevention, and continuous safety training to protect employees' health and lives.
31.	Biological Diversity Conservation Policy	**Principle 6:** SSMI-AD's Biological Diversity Conservation Policy aligns with NGRBC's Principle 6 on environmental responsibility, promoting biodiversity protection, habitat restoration, and sustainable practices to preserve ecological balance for future generations.
32.	Employee Dignity Policy	**Principle 5:** SSMI-AD's Employee Dignity Policy aligns with NGRBC's Principle 5 on human rights, ensuring respect, fairness, and non-discrimination to uphold the dignity and equal treatment of all employees.
33.	Toxic Material Usage Policy	**Principle 6:** SSMI-AD's Toxic Material Usage Policy aligns with NGRBC's Principle 6 on environmental responsibility, ensuring safe handling, reduction, and substitution of hazardous substances to protect health and the environment.

Board Responsibility:

SSMI-AD in India, engaged in manufacturing and supplying Non-Ferrous Alloys Ingots, integrates ESG principles into governance through strong Board Responsibility policies. The Board upholds ethical governance (NGRBC Principle 1), ensuring compliance with laws, transparency, and accountability. Policies include Strategic ESG Oversight, Risk Management, Stakeholder Engagement, Conflict of Interest Management, and Performance Accountability. The Board actively monitors sustainability goals, approves ESG-related investments, and ensures alignment with national and global standards. By embedding sustainability into decision-making, the Board fosters long-term business resilience, ethical conduct, and responsible value creation for all stakeholders, maintaining trust and integrity across SSMI-AD's operations and supply chain.

SSMI-AD's Board oversees sustainability policy implementation through regular reviews, ensuring ESG integration, compliance with NGRBC principles, and alignment with long-term responsible business objectives.

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, the Board of Directors actively oversees the implementation of sustainability policies aligned with ESG principles and the National Guidelines on Responsible

Business Conduct (NGRBC). The responsibility lies with the Sustainability and ESG Committee, a dedicated board-level body ensuring that sustainability objectives are integrated into business strategies. This committee reviews policy compliance, monitors ESG performance metrics, assesses risks, and approves sustainability initiatives. It also facilitates transparent stakeholder communication and ensures continuous improvement in environmental, social, and governance performance, thereby fostering responsible growth and long-term value creation for all stakeholders.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES

Principle 1: Ethics, Transparency, and Accountability

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, Ethics, Transparency, and Accountability are core to our ESG integration and aligned with NGRBC Principle 1. We uphold the highest standards of integrity in all operations, ensuring decisions are fair, lawful, and in the best interest of stakeholders. Transparent communication is maintained through accurate disclosures, open stakeholder dialogue, and timely reporting of performance and policies. Accountability is reinforced by clear roles, robust internal controls, and regular monitoring of compliance with ethical and sustainability standards. This commitment builds trust, fosters responsible growth, and strengthens SSMI-AD's reputation as a principled and sustainable business.

SSMI-AD recorded zero complaints on ethical conduct, reflecting strong adherence to integrity, ethical governance, and responsible business practices across all operations.

SSMI-AD achieved a 100% resolution rate for all complaints received, ensuring timely, fair, and transparent processes that uphold stakeholder trust and organizational accountability.

Principle 2: Product Lifecycle Sustainability

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, Product Lifecycle Sustainability is embedded in our ESG approach and aligned with NGRBC Principles 2 and 6. We adopt sustainable sourcing of raw materials, prioritising recycled and responsibly obtained inputs. Our production processes are optimised for energy efficiency, waste reduction, and emission control to minimise environmental impact. Products are designed for durability, recyclability, and safe end-of-life management, supporting the circular economy. We engage with suppliers and customers to promote sustainable practices throughout the value chain. This lifecycle approach ensures that our products contribute to long-term environmental stewardship and responsible industrial growth.

List of Products/Services with Sustainability Considerations

1. **Non-Ferrous Alloy Ingots (Aluminium, Copper, Brass, Bronze)** – Produced using recycled raw materials to reduce mining impact and conserve natural resources.

2. **Custom Alloy Formulations** – Designed to enhance recyclability, energy efficiency, and product life in customer applications.

3. **Scrap Metal Recycling Services** – Sourcing and processing metal scrap to minimise waste and support the circular economy.

4. **Eco-Efficient Manufacturing Processes** – Low-emission melting technologies and waste heat recovery to reduce carbon footprint.

5. **Technical Support for Sustainable Sourcing** – Assisting clients in selecting alloys that meet durability, recyclability, and environmental compliance standards.

Principle 3: Employee Well-being

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, Employee Well-being is a core ESG priority aligned with NGRBC Principle 3. We ensure a safe, healthy, and inclusive workplace through robust occupational health and safety measures, regular training, and hazard prevention systems. Fair wages, timely payments, and equal opportunities promote financial stability and career growth. We support work-life balance, provide skill development programs, and foster open communication channels for employee feedback. Our policies emphasise dignity, non-discrimination, and respect for human rights, creating a positive work culture. This commitment enhances employee satisfaction, productivity, and long-term loyalty while contributing to sustainable growth.

SSMI-AD employs a total of 69 individuals, with 2% being female and 98% male. The company values diversity and inclusion, striving to enhance female representation through targeted recruitment, equal opportunity policies, and a supportive work environment that encourages participation and career growth for all employees regardless of gender.

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, Health & Safety is a top ESG priority aligned with NGRBC Principle 3. We implement strict workplace safety protocols, including regular risk assessments, hazard identification, and control measures. Personal protective equipment (PPE) is mandatory, and employees receive regular safety training and emergency preparedness drills. We maintain well-ventilated, clean, and ergonomically designed work areas, supported by fire safety systems and first-aid facilities. Incident reporting mechanisms ensure prompt corrective actions. Our occupational health programs include periodic medical check-ups and wellness initiatives, creating a safe, healthy, and compliant work environment that protects all employees' well-being.

Principle 4: Stakeholder Engagement

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, Stakeholder Engagement is integral to our ESG framework and aligned with NGRBC Principle 4. We maintain open, transparent, and continuous communication with all stakeholders, including employees, customers, suppliers, regulators, and local communities. Engagement is facilitated through meetings, surveys, consultations, and feedback mechanisms to understand concerns, expectations, and opportunities for collaboration. We incorporate stakeholder input into decision-making, ensuring business strategies address social, environmental, and economic impacts responsibly. By fostering trust, mutual respect, and long-term partnerships, SSMI-AD enhances accountability, supports sustainable growth, and ensures alignment with both stakeholder interests and national sustainability priorities.

SSMI-AD engages with employees, customers, suppliers, regulators, and local communities as core stakeholders. Each group plays a vital role in our operations, sustainability performance, and long-term growth. We prioritise building trust, transparency, and collaboration to ensure mutual value creation, alignment with ESG principles, and responsiveness to stakeholder needs and expectations.

We engage stakeholders through regular meetings, feedback sessions, surveys, consultations, and collaborative sustainability programs. Digital communication platforms, audits, and awareness workshops further enhance interaction. This approach enables open dialogue, timely issue resolution, and shared progress tracking, ensuring that all voices are heard and integrated into business decisions responsibly.

Principle 5: Human Rights

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, we uphold Human Rights as a fundamental ESG commitment aligned with NGRBC Principle 5. We ensure respect for all individuals' dignity, equality, and freedom across our operations and supply chain. Our policies prohibit discrimination, forced labor, and child labor while promoting safe working conditions and fair treatment. We provide training to raise awareness of human rights standards and maintain grievance mechanisms for timely resolution of concerns.

Through responsible sourcing and stakeholder collaboration, SSMI-AD fosters an ethical, inclusive environment that protects human rights and supports social justice. At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, we are deeply committed to upholding human rights in line with NGRBC Principle 5. Our policies strictly prohibit discrimination, forced labor, child labor, and harassment in any form. We ensure fair treatment, equal opportunity, and safe working conditions for all employees. Training programs raise awareness of human rights and ethical standards across our workforce and suppliers. We maintain transparent grievance mechanisms to address concerns promptly and fairly. Through responsible sourcing and continuous monitoring, SSMI-AD promotes respect for human dignity, empowering communities and fostering a sustainable, inclusive business environment.

Principle 6: Environment

At SSMI-AD in India, manufacturing and supplying Non-Ferrous Alloys Ingots, we prioritize environmental stewardship as a key part of our ESG commitment, aligned with **NGRBC Principle 6**. We actively manage resource efficiency by reducing energy and water consumption and minimising waste through recycling and reuse initiatives. Our production processes incorporate pollution control measures to limit air and water emissions. We promote the use of eco-friendly technologies and continuously assess environmental risks to mitigate impacts. Through stakeholder collaboration and compliance with environmental regulations, SSMI-AD strives to protect biodiversity, reduce carbon footprint, and contribute to sustainable industrial growth for a healthier planet.

In 2024, total energy consumption reached 2,363,040 kWh, primarily from grid electricity, supporting production operations while tracking efficiency improvements for sustainability performance monitoring. No renewable energy sources were utilized in 2024, with total renewable usage recorded at 0 kWh, indicating future scope for green energy adoption initiatives. Annual water consumption totaled 16,425 kiloliters, primarily for production and sanitation, with usage monitoring supporting efficiency measures and sustainable resource management practices.

SSMI-AD implements responsible waste management to minimize environmental impact and promote resource efficiency. Metal scrap generated during manufacturing is collected, segregated, and sent for recycling, ensuring material recovery and reducing landfill disposal. Hazardous waste, such as used oils and chemical residues, is stored safely and disposed of through authorized agencies, complying with legal requirements. Non-hazardous waste, including packaging and general refuse, is managed through segregation, reuse, and recycling wherever possible. Regular employee training, waste audits, and process optimization help reduce waste generation. SSMI-AD continually explores innovative practices to achieve zero waste to landfill and support circular economy principles.

Principle 7: Responsible Policy Advocacy

SSMI-AD is committed to advocating for policies that promote sustainable industrial growth, ethical business practices, and environmental stewardship. We engage transparently with industry associations, government bodies, and regulatory agencies to share insights on responsible manufacturing and resource efficiency in the non-ferrous alloy sector. Our advocacy aligns with national laws, ESG principles, and global sustainability goals, ensuring we support policies that benefit both industry and society. We avoid any form of undue influence, lobbying for regulations that encourage circular economy, worker welfare, and environmental protection. SSMI-AD promotes open dialogue, integrity, and fact-based representation in all policy engagement activities.

SSMI-AD actively participates in relevant industry associations to promote best practices, technological advancements, and sustainability in the non-ferrous alloys sector. Through these platforms, we collaborate with peers, policymakers, and experts to address industry challenges, enhance operational standards, and contribute to policy development. Our engagement supports the exchange of knowledge on environmental responsibility, circular economy, and worker safety. We take part in seminars, workshops, and joint initiatives that align with ESG principles, ensuring our contributions foster responsible growth. By maintaining active membership, SSMI-AD strengthens industry networks and advocates for ethical, efficient, and sustainable manufacturing practices.

Principle 8: Inclusive Growth and Equitable Development

SSMI-AD is committed to fostering inclusive growth and equitable development by ensuring our business benefits extend to all stakeholders. We promote fair employment practices, provide equal opportunities regardless of gender, caste, or background, and support skill development for local communities. Our operations prioritize sourcing from local suppliers to stimulate regional economies. We engage with community programs that enhance education, health, and livelihood opportunities, particularly for marginalized groups. By integrating ESG principles, we aim to balance economic success with social well-being, ensuring that our growth contributes to reducing inequalities and building a more inclusive, resilient, and sustainable future for all.

CSR initiatives undertaken

SSMI-AD actively undertakes Corporate Social Responsibility (CSR) initiatives to create positive social and environmental impact. Our programs focus on education support for underprivileged children, skill training for local youth, and health camps for nearby communities. We contribute to infrastructure improvements such as clean drinking water facilities and sanitation. Environmental projects include tree plantation drives and waste management awareness campaigns. We partner with NGOs and local bodies to ensure sustainable outcomes. Through these initiatives, we aim to uplift marginalized communities, protect natural resources, and align our growth with the broader goal of inclusive, equitable, and sustainable development for all stakeholders.

Principle 9: Customer Value

At SSMI-AD, we place customer satisfaction at the core of our operations, ensuring that our products and services deliver consistent quality, reliability, and value. We manufacture and supply non-ferrous alloy ingots that meet stringent industry standards, offering customized solutions to match client requirements. Our focus on ethical business practices, transparent communication, and on-time delivery builds long-term trust. By integrating ESG principles, we enhance product sustainability, reduce environmental footprint, and promote responsible sourcing. We work collaboratively with customers to innovate and improve, enabling them to achieve efficiency, cost-effectiveness, and sustainability goals, thereby creating enduring value for their businesses and industries. SSMI-AD conducted three customer satisfaction surveys, gathering valuable feedback to enhance product quality, service efficiency, and strengthen long-term relationships with clients through continuous improvement initiatives. SSMI-AD achieved 100% resolution of customer complaints, ensuring prompt action, transparent communication, and effective solutions that reinforce trust, satisfaction, and commitment to delivering exceptional value to clients.

ANNEXURE 1

ESG PERFORMANCE DATA

KPI No	KPI	Parameter	GRI No.	BRSR Reference	Unit of Measure	KPI Value
KPI 1	Total weight of hazardous waste	Reduce the weight of hazardous waste in kgs	GRI 306-3	Principle 2	Kgs	1117.89
KPI 2	Percentage of employees trained on Waste Management	Increase the Percentage of employees trained on Waste Management	GRI 306	Principle 6	Percentage	65
KPI 3	Total weight of waste recovered	Increase the Total weight of waste recovered	GRI 306-4	Principle 2	Kgs	2714.23
KPI 4	Percentage of all waste streams mapped	Increase the Percentage of all waste streams mapped	GRI 306-1	Principle 2	Percentage	7
KPI 5	Total weight of non-hazardous waste	Reduce the weight of non-hazardous waste in kgs	GRI 306-3	Principle 9	Kgs	5882
KPI 6	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Average Wage Gap/Living Wage Benchmark	GRI 202-1	Principle 3	Percentage	0
KPI 7	Percentage of wages paid on time	Increase the Percentage of wages paid on time	GRI 401-2	Principle 3	Percentage	100
KPI 8	Percentage of direct employees covered by a living wage benchmarking analysis	Number of Direct Employees Receiving a Living Wage/Total Number of Direct Employees	GRI 202-1	Principle 9	Percentage	100
KPI 9	Percentage of wage policy alignment achieved	Increase the Percentage of wage policy alignment achieved	GRI 401	Principle 3	Percentage	65

KPI 10	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Number of Employees Paid Below Living Wage/Total Number of All Employees	GRI 202-1	Principle 1	Percentage	0
KPI 11	Average unadjusted gender pay gap	Average Salary For Men - Average Salary For Women x 100	GRI 405-2	Principle 5	Percentage	0
KPI 12	Percentage of direct employees paid below living wage	Number of Direct Employees Paid Below Living Wage/Total Number of Direct Employees	GRI 202-1	Principle 5	Percentage	0
KPI 13	Percentage of onboarding processes audited for COI	Increase the Percentage of onboarding processes audited for COI	GRI 205-3	Principle 1	Percentage	65
KPI 14	Percentage of environmental clearances independently verified	Increase the Percentage of environmental clearances independently verified	GRI 205-3	Principle 6	Percentage	45
KPI 15	External stakeholder human rights	Number of Incidents	GRI 412	Principle 3	Count	0
KPI 16	Percentage of transporters audited for ethical compliance	Increase the Percentage of transporters audited for ethical compliance	GRI 414-1	Principle 1	Percentage	45
KPI 17	Percentage of vendors meeting safety compliance	Increase the Percentage of vendors meeting safety compliance	GRI 414-1	Principle 2	Percentage	100
KPI 18	Percentage of third-party systems audited for security	Increase the Percentage of third-party systems audited for security	GRI 418-1	Principle 9	Percentage	100
KPI 19	Percentage of reports made through encrypted systems	Increase the Percentage of reports made through encrypted systems	GRI 418-1	Principle 9	Percentage	45
KPI 20	Number of confirmed information security incidents	Number of confirmed information security incidents	GRI 418-1	Principle 2	Count	0

KPI 21	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage of supplier signed the code of conduct	GRI 414-1	Principle 1	Percentage	100
KPI 22	Percentage of supplier contracts with IP protection clauses	Increase the Percentage of supplier contracts with IP protection clauses	GRI 414-1	Principle 1	Percentage	45
KPI 23	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage of suppliers covered by Sustainablity Assessment	GRI 414-1	Principle 6	Percentage	100
KPI 24	Percentage of suppliers with social risk mitigation plans	Increase the Percentage of suppliers with social risk mitigation plans	GRI 414-1	Principle 5	Percentage	45
KPI 25	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	GRI 414-2	Principle 6	Percentage	100
KPI 26	Percentage or number of all buyers who received training on sustainable procurement	Percentage of buyers received education/training on sustainable procurement	GRI 404-2	Principle 5	Percentage	100
KPI 27	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage of suppliers covered by a Sustainability on-site audit	GRI 414-1	Principle 1	Percentage	100
KPI 28	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage of supplier with contract that include clauses on environmental, labor, and human rights requirements	GRI 414-1	Principle 8	Percentage	100
KPI 29	Number of transactions flagged for suspicious links	Reduce the Number of transactions flagged for suspicious links	GRI 205-3	Principle 7	Count	0
KPI 30	Percentage of total transactions conducted via non-cash modes	Increase the Percentage of total transactions conducted via non-cash modes	GRI 205-3	Principle 8	Percentage	45

KPI 31	Percentage of wage parity across similar roles	Increase the Percentage of wage parity across similar roles	GRI 405-2	Principle 5	Percentage	45
KPI 32	Percentage of verified timely and full wage disbursals	Increase the Percentage of verified timely and full wage disbursals	GRI 401-2	Principle 3	Percentage	45
KPI 33	Average hours of training per employee	Average Number of Hours of Training Per Employee	GRI 404-2	Principle 4	Count	22
KPI 34	Percentage of roles filled through internal mobility	Increase the Percentage of roles filled through internal mobility	GRI 404-3	Principle 3	Percentage	7
KPI 35	Career management and training	Percentage of employees participating in career development programs	GRI 404-2	Principle 9	Percentage	100
KPI 36	Percentage of employees promoted or reassigned	Increase the Percentage of employees promoted or reassigned	GRI 404-3	Principle 5	Percentage	7
KPI 37	Water	Reduce the Water Pollution	GRI 303	Principle 6	Cubic Metres	2331.27
KPI 38	Total amount of water recycled and reused	Total amount of water recycled and reused	GRI 303-5	Principle 2	Liters	4106.25
KPI 39	Number of harvesting systems installed	Increase the Number of harvesting systems installed	GRI 303-1	Principle 8	Count	2
KPI 40	Total water consumption	Total Water Consumption	GRI 303-5	Principle 6	KL	16425
KPI 41	Environmental services and advocacy	Number of Activities in Eco Stewardship Network	GRI 307	Principle 6	Count	4
KPI 42	Percentage reduction of environmental complaints from vulnerable groups	Percentage reduction of environmental complaints from vulnerable groups	GRI 307-1	Principle 4	Percentage	20

KPI 43	Discrimination and Harassment	Number of Reported Incidents	GRI 406-1	Principle 5	Count	0
KPI 44	Percentage of employees from a minority or vulnerable group in the whole organization	Diversity Representation in the Whole Organization	GRI 405-1	Principle 9	Percentage	6
KPI 45	Number of support groups active	Increase the Number of support groups active	GRI 413-1	Principle 3	Count	1
KPI 46	Percentage of women at top management level	Gender Diversity in the top management level	GRI 405-1	Principle 9	Percentage	2
KPI 47	Percentage of employees from a minority or vulnerable group at top management level	Diversity Representation in the top management level	GRI 405-1	Principle 5	Percentage	1
KPI 48	Percentage of women employed in the whole organization	Gender Diversity in the Workforce	GRI 405-1	Principle 3	Percentage	2
KPI 49	Number of identified discrimination or harassment incidents or corrective actions	Reduce the Number of identified discrimination or harassment incidents or corrective actions	GRI 406-1	Principle 5	Count	0
KPI 50	Percentage of women within the organization's board	Gender Diversity in the within the organization's board	GRI 405-1	Principle 9	Percentage	2
KPI 51	Percentage of departments applying fairness indicators	Increase the Percentage of departments applying fairness indicators	GRI 405-1	Principle 1	Percentage	85
KPI 52	Percentage of remedies reviewed for cultural relevance	Increase the Percentage of remedies reviewed for cultural relevance	GRI 413-1	Principle 5	Percentage	53
KPI 53	Number of retaliation cases post-remedy	Reduce the Number of retaliation cases post-remedy	GRI 406-1	Principle 3	Count	0

KPI 54	Percentage of increase in report submissions	Percentage of increase in report submissions	GRI 2-26	Principle 4	Percentage	35
KPI 55	Percentage of stakeholders informed through outreach	Increase the Percentage of stakeholders informed through outreach	GRI 2-29	Principle 9	Percentage	88
KPI 56	Percentage of supplier contracts with ESG terms	Increase the Percentage of supplier contracts with ESG terms	GRI 414-1	Principle 2	Percentage	86
KPI 57	Number of reviews conducted	Increase the Number of reviews conducted	GRI 414	Principle 4	Count	1
KPI 58	Percentage of procurement processes monitored for fraud	Increase the Percentage of procurement processes monitored for fraud	GRI 205-1	Principle 7	Percentage	79
KPI 59	Percentage of suppliers subjected to fraud risk assessment	Increase the Percentage of suppliers subjected to fraud risk assessment	GRI 205-1	Principle 2	Percentage	89
KPI 60	Percentage of grievance systems with multilingual support	Increase the Percentage of grievance systems with multilingual support	GRI 2-26	Principle 4	Percentage	63
KPI 61	Number of impact assessments conducted	Increase the Number of impact assessments conducted	GRI 413-1	Principle 4	Count	1
KPI 62	Air pollution	Air Quality Index	GRI 305-7	Principle 2	Index	32
KPI 63	Number of ambient air quality tests conducted	Increase the Number of ambient air quality tests conducted	GRI 305-7	Principle 6	Count	4
KPI 64	Total weight of air pollutants	Total weight of air pollutants	GRI 305-7	Principle 6	Metric Tons	1.42

KPI 65	Percentage of odor mitigation systems implemented	Increase the Percentage of odor mitigation systems implemented	GRI 305-7	Principle 2	Percentage	87
KPI 66	Working conditions	Percentage of Employees Covered Under Health Insurance	GRI 401-2	Principle 5	Percentage	100
KPI 67	Percentage of employees within legal working hour limits	Increase the Percentage of employees within legal working hour limits	GRI 403-4	Principle 3	Percentage	85
KPI 68	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio= Median Annual Total Compensation of All Employees Annual Total Compensation of Highest Paid Individual	GRI 2-21	Principle 8	Ratio	0.6
KPI 69	Number of feedback surveys conducted	Increase the Number of feedback surveys conducted	GRI 2-29	Principle 4	Percentage	1
KPI 70	Percentage of roles with published wage brackets	Increase the Percentage of roles with published wage brackets	GRI 405-2	Principle 8	Percentage	52
KPI 71	Number of annual wage policy reviews	Increase the Number of annual wage policy reviews	GRI 401-2	Principle 8	Count	1
KPI 72	Number of confirmed corruption incidents	Number of Incidents of confirmed corruption cases	GRI 205-3	Principle 7	Count	0
KPI 73	Percentage of reported bribery cases investigated	Increase the Percentage of reported bribery cases investigated	GRI 205-3	Principle 10	Percentage	53
KPI 74	Number of facilitation payments reported	Reduce the Number of facilitation payments reported	GRI 205-3	Principle 7	Count	0
KPI 75	Percentage of employees trained on business ethics	Percentage of employees trained on business ethics	GRI 205-2	Principle 1	Percentage	100

KPI 76	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	GRI 414-1	Principle 4	Count	0
KPI 77	Percentage of critical suppliers assessed	Increase the Percentage of critical suppliers assessed	GRI 414-1	Principle 2	Percentage	74
KPI 78	Number of training sessions conducted	Increase the Number of training sessions conducted	GRI 414-2	Principle 3	Count	2
KPI 79	Social dialogue	Number of Employees Participated in Collective Communication Process	GRI 402-1	Principle 4	Count	11
KPI 80	Number of learning agreements negotiated	Increase the Number of learning agreements negotiated	GRI 404-2	Principle 8	Count	1
KPI 81	Percentage of workforce covered by collective agreements	Increase the Percentage of workforce covered by collective agreements	GRI 402-1	Principle 3	Percentage	56
KPI 82	Total gross Scope 3 GHG emissions	Reduction target for Scope 3 emissions	GRI 305-3	Principle 2	$MTCO_2e$	91722.47
KPI 83	Total gross Scope 1 GHG emissions	Reduction target for Scope 1 emissions	GRI 305-1	Principle 6	$MTCO_2e$	8433
KPI 84	Percentage of reduction in transportation fuel emissions	Percentage of reduction in transportation fuel emissions	GRI 305-1	Principle 6	Percentage	2
KPI 85	Total gross Scope 3 Upstream GHG emissions	Reduction target for Scope 3 Upstream emissions	GRI 305-3	Principle 2	$MTCO_2e$	6.47
KPI 86	Total gross Scope 2 GHG emissions	Reduction target for Scope 2 emissions	GRI 305-2	Principle 6	$MTCO_2e$	2102
KPI 87	Number of projects initiated	Increase the Number of projects initiated	GRI 305-5	Principle 6	Count	1

KPI 88	Total gross Scope 3 Downstream GHG emissions	Reduction target for Scope 3 Downstream emissions	GRI 305-3	Principle 6	MTCO$_2$e	91716
KPI 89	Customer health and safety	Count of reported customer health and safety incidents	GRI 416-1	Principle 9	Count	0
KPI 90	Percentage of compliant product labels	Increase the Percentage of compliant product labels	GRI 417-1	Principle 2	Percentage	64
KPI 91	Number of mock recall drills conducted	Increase the Number of mock recall drills conducted	GRI 416-1	Principle 9	Count	1
KPI 92	Child labor, forced labor, and human trafficking	Number of labour / human rights incidents	GRI 408-1, 409-1	Principle 5	Count	0
KPI 93	Percentage of workforce under voluntary contracts	Increase the Percentage of workforce under voluntary contracts	GRI 401-1	Principle 5	Percentage	57
KPI 94	Number of risk assessments conducted	Increase the Number of risk assessments conducted	GRI 413-1	Principle 6	Count	1
KPI 95	Percentage of facilities with accessibility features	Increase the Percentage of facilities with accessibility features	GRI 413-1	Principle 3	Percentage	85
KPI 96	Number of pandemic-related bias cases	Reduce the Number of pandemic-related bias cases	GRI 406-1	Principle 5	Count	1
KPI 97	Energy consumption and GHGs	Total Energy Consumption & GHGs	GRI 302-1	Principle 2	kWh	2363040
KPI 98	Number of audits completed	Increase the Number of audits completed	GRI 302-4	Principle 6	Count	1
KPI 99	Total renewable energy consumption	Total renewable energy consumption	GRI 302-2	Principle 6	kWh	0

KPI 100	Percentage of equipment upgraded	Increase the Percentage of equipment upgraded	GRI 302-4	Principle 2	Percentage	13
KPI 101	Total energy consumption	Total Energy Consumption	GRI 302-1	Principle 6	kWh	2363040
KPI 102	Number of audits completed	Increase the Number of audits completed	GRI 418-1	Principle 6	Count	1
KPI 103	Percentage of data mapped under retention policy	Increase the Percentage of data mapped under retention policy	GRI 418-1	Principle 2	Percentage	87
KPI 104	Number of work-related accidents	Number of work-related accidents	GRI 403-9	Principle 3	Count	0
KPI 105	Employee health and safety	Number of reportable incidents	GRI 403-9	Principle 5	Count	0
KPI 106	Number of fire drills conducted	Increase the Number of fire drills conducted	GRI 403-2	Principle 3	Count	4
KPI 107	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	GRI 403-9	Principle 3	Count	0
KPI 108	Percentage of employees participating in wellbeing programs	Increase the Percentage of employees participating in wellbeing programs	GRI 403-6	Principle 8	Percentage	64
KPI 109	Biodiversity	Percentage of Green Landscape	GRI 304-1	Principle 6	Percentage	25
KPI 110	Percentage of completeness in biodiversity reporting	Increase the Percentage of completeness in biodiversity reporting	GRI 304-2	Principle 2	Percentage	52
KPI 111	Number of cumulative impact assessments	Increase the Number of cumulative impact assessments	GRI 304-2	Principle 8	Count	1

KPI 112	Percentage of temp workers covered under anti-harassment training	Increase the Percentage of temp workers covered under anti-harassment training	GRI 406-1	Principle 5	Percentage	73
KPI 113	Number of digital harassment incidents reported	Reduce the Number of digital harassment incidents reported	GRI 406-1	Principle 3	Count	2
KPI 114	Materials, chemicals, and waste	Waste to landfill	GRI 301-1	Principle 6	Liters	12865.59
KPI 115	Percentage of materials with eco-certification	Increase the Percentage of materials with eco-certification	GRI 301-2	Principle 2	Percentage	34
KPI 116	Number of logistics incidents	Reduce the Number of logistics incidents	GRI 413-1	Principle 6	Count	2

Declaration:

We hereby declare that the information provided in this BRSR Lite is true and correct to the best of our knowledge.

Authorized Signatory:

Name   : Vinayak Patil

Designation   : VP Mfg.Operations

Date   : 22nd April, 2025

Signature   :

Place   : Tiruvallur

Independent Assurance Statement:

This BRSR Lite report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 1 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the BRSR Lite format. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider: BMQR Certifications Pvt Ltd,

Standard Used	: ISO 17029:2019
Type of Assurance	: Type 1
Date of Assurance	: 22nd April, 2025

Authorized Representative (Assurer):

Name	: S. Elango
Designation	: Associate Certified Sustainability Assurance Practitioner (AA 1000)
Certificate No	: AA1000 (ACSAP) C.N: A09122401
Signature	: