



SRF LIMITED

TECHNICAL TEXTILES BUSINESS

Trichy - Madurai Bye-Pass Road, Viralimalai, Pudukkottai - 621316. Tamilnadu, India.

CORPORATE SUSTAINABILITY REPORT

(FOR THE YEAR APRIL 2024 – MARCH 2025)



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MANAGING DIRECTOR'S MESSAGE

At SRF-TTBV, sustainability is more than a commitment—it is a responsibility we uphold in every aspect of our business. As a company engaged in the design, manufacture, and dispatch of belting fabrics, chafer fabrics, and fabrics for industrial applications, we recognize the significant role we play in shaping a sustainable future for our stakeholders and society at large.

Integrating Environmental, Social, and Governance (ESG) principles into our strategy has helped us align growth with responsibility. We have strengthened our efforts to reduce energy consumption, optimize resource utilization, and lower emissions across our operations. Simultaneously, we are committed to promoting circular practices by minimizing waste and adopting innovative approaches to sustainable manufacturing.

Our people are central to this journey. We continue to prioritize employee well-being, workplace safety, and skill development, ensuring a culture that is inclusive, fair, and empowering. Collaboration with our partners and transparent engagement with stakeholders remain fundamental to building trust and resilience.

This Sustainability Report reflects not only our progress but also our determination to do more. We understand that the challenges ahead—climate change, resource constraints, and social inequities—require consistent action and innovation. At SRF-TTBV, we remain dedicated to advancing solutions that balance economic performance with environmental stewardship and social responsibility.

As we look to the future, our focus will remain on delivering value responsibly, fostering innovation, and contributing positively to the communities we serve. Together, we can build a more sustainable tomorrow.



ABOUT US



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TOUCHING LIVES EVERYDAY



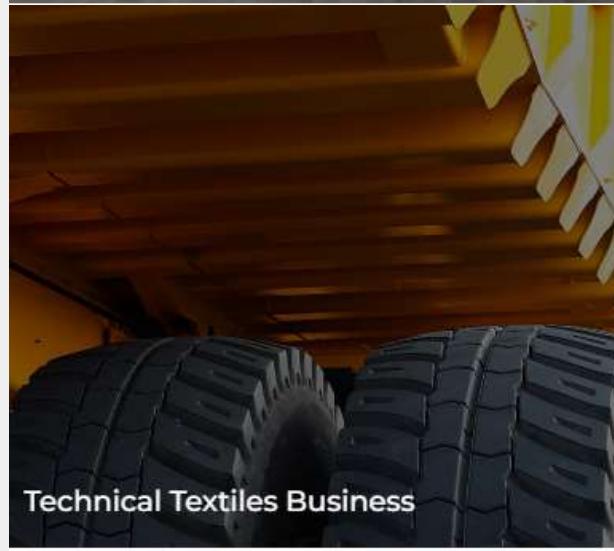
Fluorochemicals Business



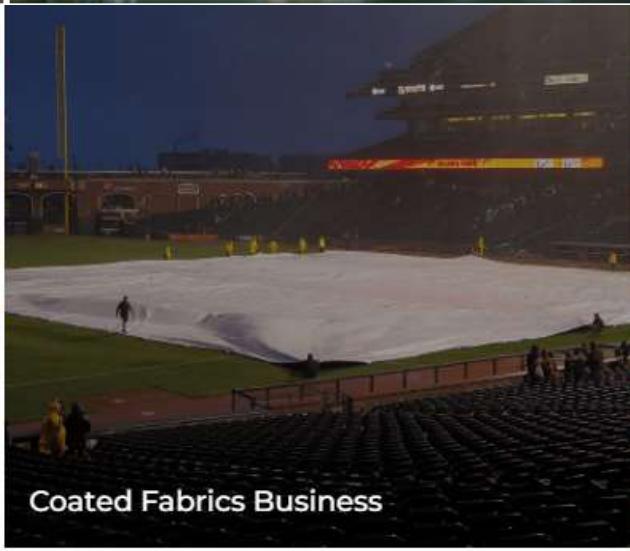
Specialty Chemicals Business



Performance Films & Foil Business



Technical Textiles Business



Coated Fabrics Business



Laminated Fabrics Business

OUR R&D CAPABILITIES

Chemicals Technology Group

The Chemicals Technology Group (CTG) at SRF is actively engaged in the development of new products and process technologies for our Fluorochemicals and Specialty Chemicals businesses. The group's key focus is the development of intermediates for new Active Ingredients (AI) in pharmaceuticals, agrochemical industries as well as new generation refrigerants.

Utilizing the synergistic efforts, of close to 400 people working across locations and engineering centers, CTG is relentlessly working towards improving SRF's capabilities of process development, scale-up, and commercialization of new chemistries in our chosen areas of operation.



Dedicated R&D in the Technical Textiles Business

SRF has a dedicated R&D facility at its Technical Textiles Business manufacturing site in Manali, near Chennai, India. It houses world-class infrastructure and a pilot facility for polymerization, spinning, twisting, and dipping for new products and process development. Our exemplary team of scientists and engineers, who come from prestigious institutions, work with experienced in-house talent. Together, they run R&D projects to improve the quality of our products and efficiency of our projects, processes, and operations



Enabling Innovation through R&D in Performance Films & Foil Business

In the Performance Films & Foil Business, we strive to create efficient, differentiated, convenient, safer and sustainable packaging solutions. Our technology-driven credentials, globally harmonized quality systems and in-house resin manufacturing, allows upstream modifications and helps us improve continuously.



Working with Others

Our R&D projects often involve collaboration with our customers for joint product and process development. These have proven to be successful models for customer-driven product development, further spurring a spirit of collaboration and partnership between us and our customers.



SUSTAINABILITY

PERFORMANCE FILMS & FOIL BUSINESS



Environment

Emission Management:

Armed with ISO 14001:2015 and ISO 50001:2011 certifications in energy management, it is our continuous endeavor to reduce GHG emissions across all our manufacturing operations.

Energy Efficiency:

We have adopted several initiatives to rationalize our energy usage, starting from retrofitting and replacing existing equipment, to process and behavioural changes to enhance our operational efficiency. For example, at our DTA facility in Indore, India, we are saving 340,000 kilowatt-hours by using the close-loop cooling tower in the winder-slitter air handling unit. Furthermore, we are saving 73,000 kilowatt-hours in plant lighting by switching to motion sensors and day/night timer.



Water Consumption and Discharge:

100% of the wastewater generated is recycled in all our manufacturing units.

Waste Management:

Almost all the waste generated due to our operations is recycled in-house. We have adopted the 3R principle.

Reduce – To reduce the use of polymer mass per unit of packaging, SRF PFB has taken the initiative to reduce the thickness of the polyester film from the existing 12 microns to 8 microns i.e. by 33%, without compromising on product quality and thereby reducing the use of virgin material at source.

Reuse – The finished products are packed in wooden pallets. At PFB, we collaborate with customers to bring the wooden pallets back to our factories and reuse them. This is a green initiative which helps reduce the use of wood and at the same time saves associated costs.

Recycle – PFB has taken up an initiative to use post-consumer recycled (PCR) material, which is typically generated from PET bottles and converted into films. We have committed infrastructural investment for this purpose.



Product Solutions:

We are continuously improving the way our products are designed and manufactured, to ensure sustainable, innovative products that have minimal environmental impact. Both BOPET and BOPP films are recyclable and environment friendly. Moreover, the production process of these films is proven to be less intensive as compared to other alternative packaging materials such as glass, aluminum, paper, among others.

Enterprise

We take pride in being 'Easy To Do Business With' by partnering with our customers in their growth story. We not only work with converters, but also with the end users that include global FMCG Majors.

For the first time, we are working towards a tripartite arrangement with a FMCG major and one of the largest global converters.



We encourage the local economy by evaluating and selecting suppliers not only based on their economic viability but also on their environmental, social and corporate governance standards.

SUSTAINABILITY CHEMICALS BUSINESS



Environment

Environment is one of the most important aspects of our business ethos and we believe in taking all the measures necessary to continuously improve our environmental performance over time. As a result, we have taken up numerous initiatives across our process life cycles, right from raw material sourcing to sustainable resource consumption. We are the first chemical company in India to obtain the ISO 14064-1: 2006 certification for verification of our greenhouse gas emissions. In accordance with international norms, we have completely stopped the production of halons and phased out Chlorofluorocarbons (CFC) from our operations and are now investing in newer, more sustainable technologies. More information on the environmental impact of our operations is available in our Sustainability Report.



Engagement

SRF is also strongly committed to meaningful Engagement with all its stakeholders – from its employees to the communities that we operate in. We are committed to making a positive contribution to the development of local communities around our facilities. Our initiatives are designed to support the social and economic development of the community, while also developing their capacity through various programs on natural resource management, education and community partnership. Read about our carefully designed community programs in our Sustainability Report



Enterprise

Finally, we believe that holistic sustainable growth cannot be achieved without ensuring the growth of the Enterprise in stride with improvement in environmental and social performance. We have been able to consolidate our position as a leader in the market, backed by our path-breaking R&D capabilities to develop new and innovative products.

SUSTAINABILITY

TECHNICAL TEXTILES BUSINESS



Water Efficiency

One of our planet's most precious resources, water, is conserved at all TTB plants through recycling and rainwater harvesting measures. Consequently, all TTB plants are Zero Liquid Discharge Units. All plants are equipped with rainwater harvesting systems and 30-50% of water requirement is fulfilled through recycling across all the plants.



Efficient Packaging

TTB facilities follow the 3R principle of Reduce; Reuse; Recycle. All metal shell rolls used in the packaging of the fabric rolls are recollected from the domestic customers and reused multiple times. Through the optimization of packing material, we are saving 48 trees per annum, equivalent to 2 MT of paper production at our facility in Gwalior. Furthermore, in Gwalior we have successfully reduced the paper tube consumption by 10% through various recycling and re-use procedures, resulting in saving of 1,500 trees per annum and reduction of carbon emissions by 150 tons per annum

Waste Management

All TTB plants are running in line with the global benchmark of waste (%).

Human Rights & Sustainability

Respect for Human Rights

SRF complies with all local and national laws and regulations. We conduct our business operations with honesty and integrity. In order to contribute to sustainable development, we ensure that management interacts with its stakeholders on a regular basis through open and fair communication channels. Since our employees spend a considerable amount of time at work, we aim to create positive working conditions and an environment that allows them to excel. We do not discriminate or allow any unhealthy and unsafe work environment at any of our manufacturing sites. Further, SRF strictly adheres to a 'no child labor' policy across all its units. This policy is appropriately displayed at the main entrance of all its units across the country.



Freedom of Association

We believe in transparency and ensure that all employees have a clear vision of management goals, issues and the surrounding environment. We respect our employees' right to freely associate while also respecting their right not to be compelled to belong to an association in compliance with the laws of the land. SRF has taken every opportunity it can to engage thorough dialogue with employees and build healthy labor relations.

Health and Safety

We have a robust occupational safety and health management policy in place, across all our locations. Ensuring zero accidents at all worksites is the responsibility of the management. Systems have been put in place to ensure our endeavor towards health & safety is active and continuous.

SUSTAINABILITY



Vocational Skills and Livelihood

Recent initiatives, such as 'Skill India' and 'Make in India' by the Government are positive and dedicated steps towards capacity building in rural India. While significant progress has been made in this direction, it needs to be complemented by the corporate sector.

At SRF, we work effortlessly to support the development of children as employable and contributing citizens. Through our partnership with organizations like Schneider Electric and The Times of India in the area of vocational skill development, we have expanded the scope of our flagship programs to train an increasing number of Indians, with a focus on our youth, while covering new geographies.



OUR CSR CHAMPIONS



INTRODUCTION TO SUSTAINABILITY REPORT

At SRF-TTBV, we firmly believe that sustainable growth is the foundation of long-term success. As a trusted provider of belting fabrics, chafer fabrics, and fabrics for industrial applications, our operations are closely linked to industries that drive economic progress. This places on us a responsibility to ensure that our growth journey contributes not only to business excellence but also to the well-being of society and the protection of our environment. This Sustainability Report highlights our commitment to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. It provides insights into our policies, practices, and performance across key areas, including energy efficiency, resource optimization, waste reduction, occupational health and safety, employee welfare, and stakeholder engagement. The report also captures the steps we are taking to strengthen transparency and accountability in how we manage our operations and relationships. Through innovation, responsible manufacturing, and continuous improvement, we aim to minimize environmental impacts while delivering high-quality products to our customers. At the same time, we recognize that sustainability is also about people—ensuring safe, inclusive, and respectful workplaces, protecting human rights, and supporting the communities around us. This report is not just a record of our progress; it is a reaffirmation of our vision to create long-term value responsibly. By embedding sustainability into our core business strategy, SRF-TTBV is committed to addressing present challenges while contributing to a resilient and sustainable future for generations to come.



ORGANIZATIONAL DETAILS

GRI 2-1

Legal Name: SRF LIMITED (TECHNICAL TEXTILES BUSINESS)

Nature of ownership and legal form: (SRF- TTBV)

Location of its headquarters: Trichy - Madurai Bye-Pass Road, Viralimalai, Pudukkottai - 621316. Tamilnadu, India.

Countries of operation: India

The reporting period is from April-2024 to March-2025



Governance



APPROACH TO STAKEHOLDER ENGAGEMENT

GRI 2-29

At SRF-TTBV India, we actively engage with key stakeholder groups including employees, customers, suppliers, investors, regulators, and local communities. Engagement is conducted through surveys, meetings, consultations, and feedback sessions tailored to each group. The purpose ranges from ensuring employee well-being, customer satisfaction, and supplier responsibility to regulatory compliance and community development. Insights gained directly influence our business strategy, sustainability initiatives, and ESG reporting. For example, feedback has shaped our materiality assessment, guided environmental targets, and enhanced workplace practices. This approach ensures transparency, inclusivity, and alignment of organizational priorities with stakeholder expectations.



MATERIALITY ASSESSMENT

GRI 3-1

At SRF-TTBV, we prioritize the safe handling, labeling, storage, and disposal of hazardous materials in full compliance with applicable legal and safety standards. All hazardous substances are clearly labeled with relevant hazard information, stored in designated, secure areas, and managed according to regulatory requirements to prevent accidents or environmental contamination. Employees receive regular training on handling protocols, emergency response, and waste segregation. Disposal is carried out through certified vendors, ensuring environmentally responsible treatment. These measures reflect our commitment to workplace safety, environmental protection, and adherence to industry regulations, aligning with our broader ESG objectives.



LIST OF MATERIAL TOPICS

GRI 3-2

ENVIRONMENTAL TOPICS

1. Energy consumption and efficiency
2. GHG emissions (Scope 1, 2, and relevant Scope 3)
3. Air emissions (particulates, NOx, SOx, VOCs)
4. Water consumption and conservation
5. Waste management and recycling
6. Chemical and hazardous material management
7. Resource efficiency and raw material optimization
8. Climate change adaptation and mitigation
9. Sustainable packaging and dispatch practices
10. Environmental compliance and regulatory adherence

SOCIAL TOPICS

1. Occupational health and safety
2. Employee training and skill development
3. Employee engagement and satisfaction
4. Diversity, equity, and inclusion
5. Human rights in the workplace
6. Labor rights and fair wages
7. Prevention of child and forced labor
8. Work-life balance and employee well-being
9. Safe working conditions and ergonomics
10. Grievance redressal mechanisms

GOVERNANCE TOPICS

1. Business ethics and integrity
2. Anti-corruption and anti-bribery practices
3. Compliance with laws and regulations
4. Corporate governance structure and accountability
5. Risk management and internal controls
6. Whistleblower protection mechanisms
7. Data privacy and information security
8. ESG reporting and transparency
9. Board oversight on ESG integration
10. Fair competition and anti-trust practices

POLICIES AND COMMITMENTS

GRI 2-25

SRF-TTBV has achieved internationally recognized certifications that demonstrate our commitment to quality, safety, and occupational health. ISO 9001:2015 reflects our robust Quality Management System, ensuring consistent product excellence and customer satisfaction. ISO 10441:2015 certifies the safety standards of our industrial fabrics, reinforcing our dedication to safe and reliable products. ISO 45001:2018 underscores our proactive approach to Occupational Health and Safety, ensuring a safe and healthy workplace for all employees. These certifications highlight our adherence to global best practices, continual improvement, and alignment with our ESG commitments, enhancing trust among customers, employees, and stakeholders.



ANTI-CORRUPTION

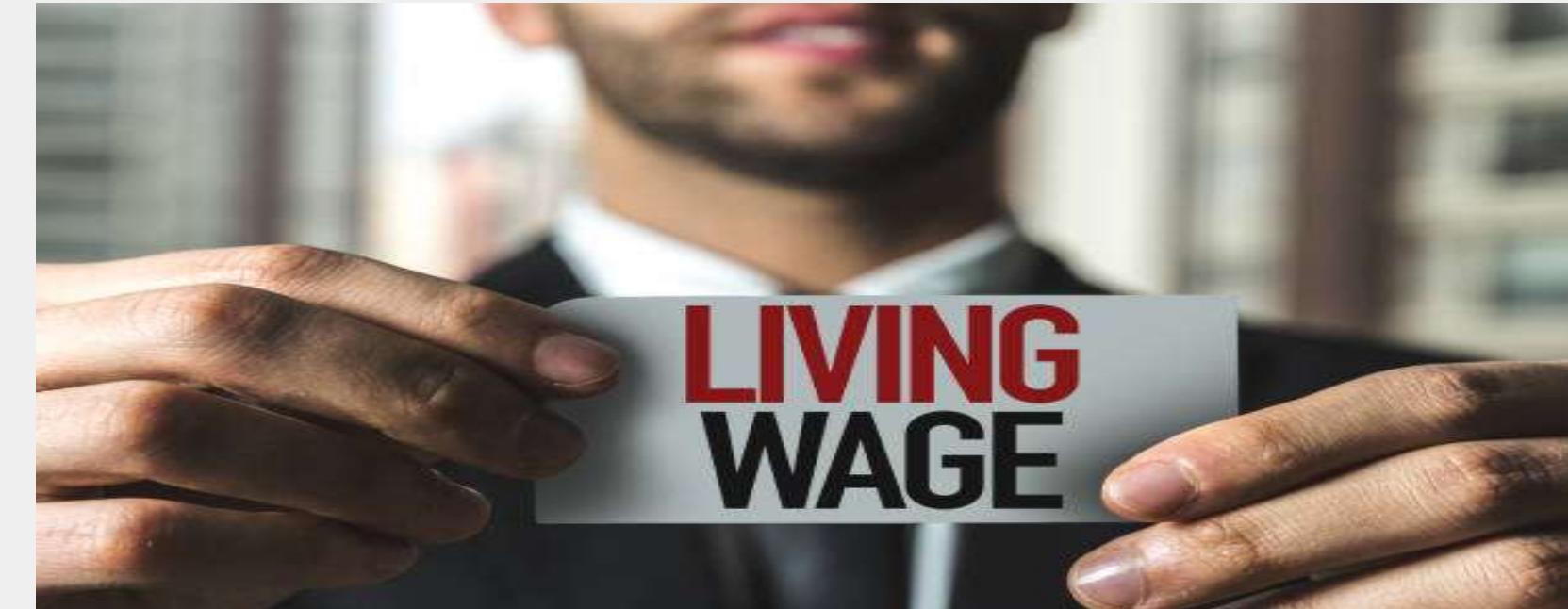
GRI 202

At SRF-TTBV, we are committed to ensuring fair and equitable compensation for all employees. Our policies go beyond statutory minimum wages, aiming to progressively close the gap between minimum wage and living wage standards. Regular market benchmarking, wage reviews, and adjustments ensure that employee remuneration meets the cost of living and reflects the skills, experience, and responsibilities of each role. We engage transparently with our workforce, fostering trust and financial well-being. These initiatives demonstrate our ESG commitment to social responsibility, employee welfare, and creating a fair, inclusive, and sustainable work environment for all.



SRF-TTBV in India reported that 0% of its workforce, including both direct employees and non-employee workers, are paid below a living wage benchmark. This reflects the company's strong commitment to fair compensation and equitable labor practices as part of its ESG integration. By ensuring all workers receive wages that support basic needs and decent living standards, SRF-TTBV actively reduces inequality and promotes social sustainability. This approach not only enhances employee well-being and morale but also fosters trust, inclusivity, and long-term workforce stability. Through responsible wage practices, the company demonstrates accountability and leadership in ethical employment standards.

SRF-TTBV in India reported an average wage gap of 0% for direct employees paid below the living wage benchmark, clearly demonstrating equitable and responsible compensation practices. This confirms that all direct employees are compensated at or above living wage standards, ensuring fair treatment and financial security for the workforce. Such practices reflect the company's strong commitment to ESG principles, social equity, and fair labor. Regular benchmarking and transparent monitoring processes are in place to ensure ongoing compliance, accountability, and continuous improvement. This approach enhances employee satisfaction, strengthens retention, and supports SRF-TTBV's long-term organizational resilience and sustainable growth.



At SRF-TTBV, 100% of direct employees are covered by living wage benchmarking, ensuring that every worker receives compensation that meets or exceeds the defined living wage threshold. With 0% of employees falling below this benchmark, the company demonstrates its strong commitment to ESG-driven fair labor practices and social responsibility. This approach not only supports employee well-being and financial security but also fosters inclusivity, trust, and long-term engagement. By embedding equitable wage structures, SRF-TTBV sets a standard for responsible employment practices, reinforcing its dedication to human dignity, ethical labor, and sustainable growth across its operations and value chain.

SRF-TTBV conducts audits to examine compensation structures and identify any gaps in wages across roles, genders, or levels. Salary data is reviewed to ensure employees receive fair and equitable remuneration based on qualifications, responsibilities, and performance. These audits help eliminate disparities that may impact motivation and equity in the workplace. By addressing identified gaps, SRF-TTBV promotes financial well-being, workplace fairness, and employee trust. Initiatives such as transparent salary policies and benchmarking further reinforce the company's commitment to equality. This approach ensures employees are rewarded fairly, supporting a culture of inclusion, respect, and sustainable workforce development.

SRF-TTBV ensures employees are paid fairly and in compliance with both legal requirements and living wage standards through regular internal audits of wage structures. These reviews examine payroll data, allowances, and benefits to confirm equity across all levels of the workforce. Where gaps are identified, corrective measures are taken to align pay with fair standards. Such audits support financial security and employee well-being, while also reducing turnover and boosting morale. SRF-TTBV's commitment to fair wages reflects its values of equity and responsibility, fostering a motivated workforce and reinforcing sustainable growth through responsible employment practices.



SRF-TTBV provides comprehensive training on business ethics to ensure all employees understand and adhere to the company's code of conduct. Programs cover ethical decision-making, compliance with laws and regulations, and principles of responsible business practices. Employees are educated on ethical sourcing, anti-corruption measures, conflict of interest policies, and reporting mechanisms for unethical behavior. Interactive workshops, case studies, and refresher courses reinforce knowledge and encourage practical application. By promoting integrity, transparency, and accountability across all operations, these initiatives strengthen corporate governance, protect stakeholder trust, and align with SRF-TTBV's ESG commitment to ethical business practices and sustainable, responsible growth.

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

GRI 205

Internal audits at SRF-TTBV are designed to evaluate adherence to anti-corruption and ethical business policies. These audits assess the effectiveness of systems that prevent bribery, fraud, conflicts of interest, and other unethical practices. Training records, financial processes, and supplier interactions are reviewed to ensure transparency and compliance. Employees are encouraged to follow whistleblower mechanisms for reporting misconduct without fear of retaliation. Through these proactive measures, SRF-TTBV upholds its values of integrity and accountability, mitigates reputational risks, and strengthens stakeholder trust. By embedding high ethical standards in daily operations, the company promotes responsible business conduct across all functions.



ETHICS AWARENESS PROGRAM

GRI 205-2

SRF-TTBV provides comprehensive training on business ethics to ensure all employees understand and adhere to the company's code of conduct. Programs cover ethical decision-making, compliance with laws and regulations, and principles of responsible business practices. Employees are educated on ethical sourcing, anti-corruption measures, conflict of interest policies, and reporting mechanisms for unethical behavior. Interactive workshops, case studies, and refresher courses reinforce knowledge and encourage practical application. By promoting integrity, transparency, and accountability across all operations, these initiatives strengthen corporate governance, protect stakeholder trust, and align with SRF-TTBV's ESG commitment to ethical business practices and sustainable, responsible growth.

CORRUPTION INCIDENTS DISCLOSURE

GRI 205-3

SRF-TTBV recorded zero reports related to whistleblower procedures, reflecting the effectiveness of its ethical policies, preventive systems, and strong employee awareness of available reporting channels. This outcome indicates that robust governance frameworks and proactive compliance measures are successfully preventing misconduct while fostering a culture of integrity and trust. The company's whistleblower mechanisms remain transparent, accessible, and confidential, ensuring employees feel secure to report concerns if they arise. By maintaining accountability and reinforcing ethical conduct, SRF-TTBV upholds ESG-aligned governance practices that strengthen stakeholder confidence, support organizational resilience, and demonstrate its commitment to responsible and transparent business operations.



SRF-TTBV reported zero confirmed corruption incidents during the reporting period, underscoring the strength of its anti-corruption policies, compliance frameworks, and internal control systems. This outcome reflects the company's proactive approach to promoting integrity, transparency, and ethical business conduct across all operations. Regular employee training, due diligence in transactions, and strong monitoring mechanisms ensure continuous vigilance against potential risks. By embedding anti-corruption measures into its governance structure, SRF-TTBV aligns with ESG principles, safeguards stakeholder trust, and minimizes reputational and operational risks. This achievement demonstrates the company's commitment to maintaining the highest ethical standards and fostering long-term sustainable business practices.

GOVERNANCE PERFORMANCE DATA

GRI 202-1

Percentage of direct employees covered by a living wage benchmarking analysis

100%

GRI 202-1

Percentage of all employees paid below living wage, including direct employees and non-employee workers

0%

Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark

0%

GRI 205-2

Percentage of employees trained on business ethics

100%

GRI 205-3

Number of reports related to whistleblower procedure

Count-0

Number of confirmed corruption incidents

(Number of Incidents of confirmed Corruption cases)

Count-0





ENVIRONMENT

MATERIAL LOOP CLOSURE

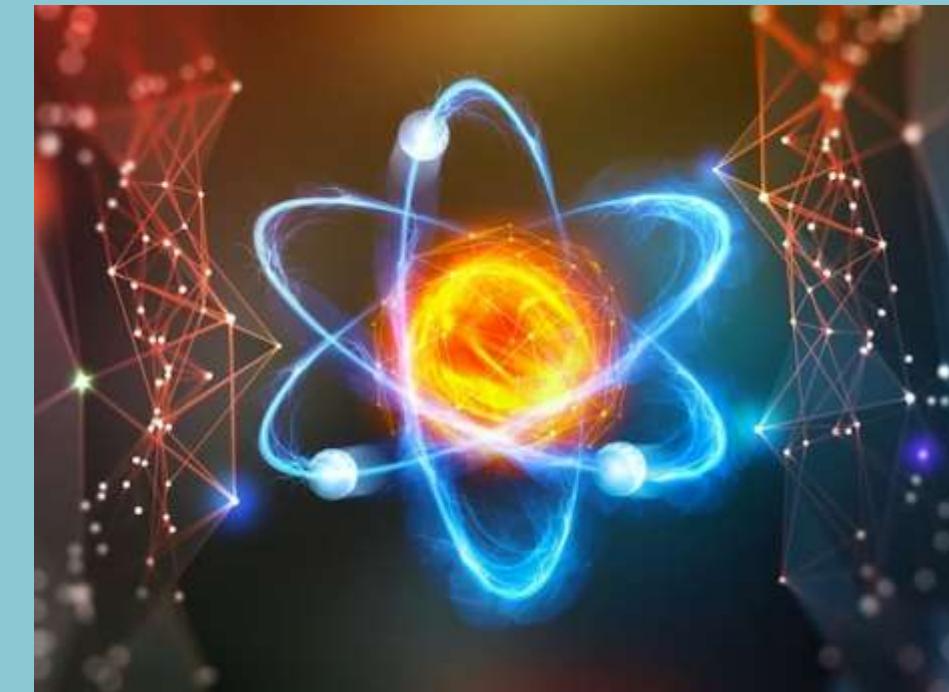
SRF-TTBV actively promotes sustainability by adopting biodegradable and eco-friendly materials in its operations. This includes the use of environmentally responsible raw materials and packaging solutions designed to minimize ecological impact. By replacing conventional materials with sustainable alternatives, the company reduces waste generation, carbon footprint, and dependence on non-renewable resources. Packaging is designed to be recyclable or compostable, supporting circular economy practices. Continuous evaluation of material sourcing ensures compliance with sustainability standards while meeting product quality requirements. These initiatives reflect SRF-TTBV's ESG commitment to innovation, resource efficiency, and building a greener value chain for long-term environmental responsibility.

ENERGY EFFICIENCY MEASURES

SRF-TTBV conducts regular training and awareness programs to promote energy conservation and climate action across operations. Employees are trained on methods to reduce energy consumption, optimize processes, and implement energy-efficient practices in their daily work. The programs highlight the importance of adopting low-carbon technologies, minimizing greenhouse gas emissions, and supporting renewable energy initiatives. Practical sessions emphasize resource efficiency, behavioral changes, and innovation-driven solutions for sustainable manufacturing. Refresher workshops and performance reviews ensure continuous improvement.



SRF-TTBV conducts regular internal energy audits to monitor consumption across all operations. These audits assess energy efficiency, identify wastage, and highlight opportunities for process optimization. By tracking performance, the company ensures compliance with internal energy management policies and industry standards. Implementing recommendations from audits reduces operational costs while contributing to lower greenhouse gas emissions. Energy-efficient equipment, awareness campaigns, and process improvements form part of the action plan. Through these measures, SRF-TTBV strengthens its commitment to sustainable manufacturing practices, reduces reliance on fossil fuels, and actively contributes to climate action and environmental responsibility.



SRF-TTBV strategically invested across key ESG priorities to strengthen sustainability performance. A total of 6,179.31 units were dedicated to energy efficiency, monitoring, and emission reduction, while 18,500 units supported water conservation, treatment, and reuse. To protect ecosystems, 12 units were allocated to biodiversity initiatives, and 42 units funded air pollution control systems and cleaner fuels. In materials and waste, 10,800 units advanced waste reduction and safer chemical handling. Additionally, 65 units enhanced sustainable product performance, and 35 units supported recycling and circularity programs for product end-of-life. These targeted investments reinforce SRF-TTBV's commitment to resource efficiency, resilience, and environmental stewardship.

EFFICIENCY MONITORING SYSTEM

GRI 302-1

SRF-TTBV in India consumed 6,179.31 MWh of total energy across its manufacturing operations, covering both fuel use and purchased electricity for belting fabrics, chafer fabrics, and other industrial textile products. As energy use significantly drives Scope 1 and Scope 2 emissions, it remains a critical area of focus in our sustainability strategy. Guided by ESG principles, SRF-TTBV emphasizes energy efficiency measures, renewable energy sourcing, and adoption of cleaner technologies to reduce carbon intensity. These initiatives not only optimize resource utilization but also strengthen operational resilience, lower environmental impacts, and support our long-term commitment to climate responsibility and sustainability leadership.

SRF-TTBV in India achieved total renewable energy consumption of 6,158.36 MWh, nearly equivalent to its total energy demand, showcasing a strong commitment to sustainable operations. By prioritizing renewable energy for manufacturing belting fabrics, chafer fabrics, and industrial textiles, the company has substantially reduced dependence on fossil fuels and minimized Scope 2 emissions. This shift enhances energy resilience, lowers environmental impact, and aligns directly with global climate goals. Through ESG integration, SRF-TTBV demonstrates leadership in clean energy adoption, ensuring that energy consumption supports both operational efficiency and long-term sustainability.



SRF-TTBV has actively invested in renewable energy generation to reduce reliance on fossil fuels and minimize greenhouse gas emissions. The company harnesses solar and wind energy through on-site installations such as solar PV systems and captive wind energy use. Additionally, renewable energy is procured via certified green power agreements to further enhance sustainability. Energy consumption is continuously monitored to track the share of renewables in overall operations. By integrating renewable energy into manufacturing processes, SRF-TTBV not only improves energy efficiency but also strengthens its ESG commitment to climate action, carbon reduction, and sustainable industrial growth.

GRI 302-4

SRF-TTBV has invested in advanced equipment and technologies designed to consume significantly less energy compared to conventional industry-standard processes. These energy-efficient systems are integrated into manufacturing operations to minimize power usage, optimize productivity, and lower greenhouse gas emissions. Regular monitoring and performance evaluations ensure that the new technologies deliver consistent improvements in efficiency. By adopting modern machinery and smart energy management practices, the company not only reduces operational costs but also strengthens its long-term sustainability performance.

GRI 303

SRF-TTBV conducts regular internal audits to track water consumption across operations and ensure sustainable water management. The audits evaluate water usage efficiency, compliance with environmental regulations, and opportunities for reduction, recycling, and reuse. Monitoring extends to processes such as cooling, cleaning, and production, where water conservation can be optimized. By implementing audit recommendations, SRF-TTBV minimizes water wastage, reduces operational costs, and supports environmental sustainability. Employee awareness programs further promote responsible usage of water resources.



WATER RESOURCE MANAGEMENT

GRI 303-3

SRF-TTBV in India successfully recycled and reused 12,971 m³ of water, significantly reducing dependence on freshwater sources and minimizing environmental impacts. Through initiatives such as advanced process water treatment, closed-loop recycling systems, and reuse in non-potable applications across textile operations, the company has embedded circular water management into its manufacturing practices. These measures not only enhance efficiency but also contribute to climate resilience and risk reduction. Guided by ESG principles, SRF-TTBV demonstrates responsible stewardship of local water resources, ensuring sustainable operations while supporting long-term environmental goals and reinforcing its commitment to sustainable industrial practices in the textile sector.



GRI 303-5

SUSTAINABLE WATER CONSUMPTION

SRF-TTBV in India reported total water consumption of 23,299 m³ across its manufacturing operations, where water plays a vital role in producing belting fabrics, chafer fabrics, and other industrial textiles. Recognizing water as a critical resource, the company integrates ESG practices into its management approach by implementing conservation measures, advanced treatment facilities, and water efficiency programs. Technologies are adopted to reduce freshwater withdrawals, promote recycling, and optimize overall usage. These initiatives not only ensure regulatory compliance but also contribute to long-term resource sustainability, safeguard local ecosystems, and reinforce SRF-TTBV's commitment to responsible industrial water management and ESG-driven performance.

SRF-TTBV allocated 18,500 units to comprehensive water-related initiatives, reflecting its strong commitment to responsible resource management. Investments targeted water efficiency improvements, treatment facilities, and large-scale recycling projects to optimize usage across manufacturing operations. By prioritizing sustainable withdrawals, closed-loop reuse systems, and advanced treatment technologies, the company reduces dependency on freshwater sources and minimizes stress on local ecosystems. Guided by ESG principles, these initiatives enhance operational sustainability.

SRF-TTBV allocated 18,500 units to water-related initiatives, including efficiency, treatment, and recycling projects. These efforts support manufacturing operations while reducing stress on local water sources. Investments focus on sustainable withdrawals, closed-loop reuse, and compliance with ESG principles. Our approach strengthens resilience against water scarcity risks and demonstrates accountability.

GRI-305

EMISSIONS

SRF-TTBV in India reported total gross Scope 1 GHG emissions of 5,274 tonnes CO₂e from its manufacturing operations covering belting fabrics, chafer fabrics, and industrial applications. Emissions mainly arise from fuel use in boilers, generators, and on-site processes. We remain committed to measuring, monitoring, and progressively reducing direct emissions through efficiency improvements, cleaner technologies, and ESG-aligned practices. This disclosure demonstrates our transparency and accountability in addressing climate change.



PURCHASED ENERGY EMISSIONS

GRI 305-2

SRF-TTBV in India recorded total gross Scope 2 GHG emissions of 4,206 tonnes CO₂e (market/location-based) from purchased electricity used in manufacturing belting fabrics, chafer fabrics, and other industrial applications. These emissions reflect indirect impacts from grid energy consumption. Through ESG integration, we are actively pursuing energy efficiency, renewable sourcing, and process optimization to reduce electricity-related emissions. Transparent reporting supports our commitment to climate responsibility and long-term sustainability goals.



DOWNSTREAM EMISSIONS REPORTING

GRI 305-3

SRF-TTBV in India reported total gross Scope 3 GHG emissions of 104,717.64 tonnes CO₂e, stemming from value chain activities including raw material sourcing, transportation, waste management, and downstream distribution of belting fabrics, chafer fabrics, and other industrial textile products. These indirect emissions account for the largest share of our overall carbon footprint, highlighting the importance of addressing impacts beyond direct operations. Through ESG integration, we engage suppliers on sustainability, enhance logistics efficiency, and promote responsible practices across the value chain. By doing so, SRF-TTBV works to mitigate Scope 3 emissions, strengthen environmental stewardship, and support long-term climate goals.

SRF-TTBV in India recorded total gross Scope 3 upstream GHG emissions of 104,639.205 tonnes CO₂e, mainly arising from raw material extraction, supplier operations, and inbound logistics that support the production of belting fabrics, chafer fabrics, and industrial textile applications. These upstream emissions form the largest share of our overall carbon footprint, underscoring the critical role of supplier engagement and material choices in sustainability performance. By integrating ESG principles, we actively collaborate with suppliers, prioritize sustainable sourcing, and enhance logistics efficiency. These actions are designed to reduce upstream impacts, strengthen value chain resilience, and contribute to long-term climate responsibility.

SRF-TTBV in India reported total gross Scope 3 downstream GHG emissions of 78.43 tonnes CO₂e, primarily from transportation, product distribution, and use-phase activities associated with belting fabrics, chafer fabrics, and industrial textile applications. While lower than upstream emissions, these figures highlight the broader environmental impacts within our value chain. Recognizing this, we actively collaborate with partners to optimize distribution channels, reduce transportation footprints, and enhance material efficiency. Furthermore, we promote sustainable product usage practices with end-users to extend lifecycle performance. Through these efforts, SRF-TTBV demonstrates its commitment to reducing downstream emissions and advancing responsible value chain management.

SRF-TTBV carries out regular monitoring and testing of wastewater, noise, and air emissions to ensure strict compliance with environmental regulations and internal sustainability standards. Wastewater is tested for quality parameters before discharge, while noise levels within and around operations are measured to safeguard employee and community well-being. Air emissions are continuously monitored to identify pollutants and reduce environmental impact. Findings are documented, reported, and used to implement corrective actions where necessary. By adopting systematic monitoring practices, SRF-TTBV minimizes ecological risks, protects surrounding ecosystems, and demonstrates its ESG commitment to responsible operations, environmental stewardship, and sustainable industrial practices.

CARBON REDUCTION EFFORTS

GRI 305-5

SRF-TTBV has taken proactive steps to address its greenhouse gas (GHG) emissions by investing in carbon credits and offset programs. These initiatives are designed to compensate for unavoidable emissions generated during operations, balancing the company's overall carbon footprint. Offsets are sourced from certified and credible projects, such as renewable energy, afforestation, and community-based sustainability initiatives, ensuring environmental and social benefits. By purchasing verified offsets, SRF-TTBV complements its ongoing emission reduction strategies and demonstrates accountability in climate action. This approach reflects the company's ESG commitment to environmental stewardship, carbon neutrality, and supporting global efforts to combat climate change.



AIR EMISSIONS MANAGEMENT

GRI 305-7

SRF-TTBV invested 42 units in initiatives aimed at reducing air pollution, reinforcing its commitment to environmental responsibility and community well-being. Key measures include the adoption of cleaner fuels to minimize harmful emissions, installation of advanced filtration technologies to capture pollutants, and deployment of robust emission monitoring systems to ensure real-time compliance with regulatory standards. These efforts not only align with national and international air quality guidelines but also actively reduce community exposure to air contaminants. By integrating these practices, SRF-TTBV demonstrates its dedication to sustainable operations, healthier environments, and long-term ESG-driven performance improvements across its manufacturing processes.



SRF-TTBV in India reported a total weight of air pollutants amounting to 0.242 tonnes, primarily generated from fuel combustion in boilers, generators, and other process-related activities. Although these emissions remain within prescribed regulatory thresholds, the company prioritizes proactive measures to further minimize environmental and community impacts. Continuous monitoring of air quality, coupled with the adoption of cleaner fuels, advanced filtration systems, and emission control technologies, forms the foundation of its strategy. Through strong ESG integration, SRF-TTBV not only ensures compliance but also demonstrates a commitment to reducing pollutants, safeguarding community health, and advancing sustainable industrial practices for long-term resilience.

WASTE

GRI 306

SRF-TTBV conducts comprehensive training programs on the safe management of hazardous substances to ensure compliance with legal and safety standards. Employees are educated on proper handling procedures, correct labeling practices, secure storage, and environmentally responsible disposal of hazardous materials. The training emphasizes risk awareness, emergency response, and the use of personal protective equipment. Regular refresher sessions and practical demonstrations reinforce knowledge and skills, ensuring workplace safety and environmental protection. By fostering a culture of responsibility and vigilance, these programs minimize accidents, protect employee health, and support our ESG commitment to sustainable and safe operations.



WASTE IMPACT MANAGEMENT

GRI 306-2

SRF-TTBV ensures that all hazardous wastes generated during its manufacturing and operational processes are managed responsibly in compliance with environmental regulations and best practices. The company adopts a systematic approach to identify and categorize hazardous waste streams accurately. Containers are clearly labeled with hazard information to avoid mishandling and ensure safe recognition. Wastes are segregated to prevent cross-contamination and to facilitate safe storage, transport, and disposal. Employees are trained to use appropriate safety equipment and follow strict handling procedures. All hazardous waste is transported only to authorized treatment or disposal facilities, ensuring safe, compliant, and environmentally responsible waste management.

SRF-TTBV dedicated 35 units to advancing end-of-life product initiatives, emphasizing recyclability, resource recovery, and take-back models for belting fabrics, chafer fabrics, and industrial textiles. These efforts aim to minimize waste generation and reduce the environmental burden of product disposal, aligning with ESG goals of circularity and responsible resource use. By collaborating with partners and customers, SRF-TTBV promotes closed-loop systems that extend material lifecycles and encourage sustainable consumption. Such initiatives not only support regulatory compliance and waste reduction but also enhance value chain resilience. This approach demonstrates SRF-TTBV's commitment to innovation, sustainability, and long-term environmental stewardship.

WASTE GENERATION TRACKING

GRI 306-3

SRF-TTBV in India recorded 16,873 tonnes of non-hazardous waste, primarily consisting of fabric scraps, packaging materials, and process by-products generated during manufacturing operations. To minimize landfill dependency, the company emphasizes systematic segregation, recycling, and responsible disposal methods that align with environmental regulations. Guided by ESG practices, SRF-TTBV actively pursues initiatives to recover reusable materials, enhance resource efficiency, and embed circular economy principles across its processes. These efforts reduce environmental impact while creating value from waste streams. By integrating sustainability into waste management, SRF-TTBV demonstrates its commitment to responsible production, long-term resilience, and a cleaner, more sustainable industrial ecosystem.

SRF-TTBV allocated 10,800 units to initiatives promoting sustainable material use, safer chemical handling, and waste reduction across its industrial textile operations. These efforts prioritize circular economy practices such as recycling, recovery, and reuse to reduce landfill dependency and optimize resource efficiency. A strong focus is placed on substituting hazardous substances with safer alternatives, thereby lowering environmental and health risks. By embedding these strategies, SRF-TTBV enhances operational sustainability, supports regulatory compliance, and minimizes ecological impacts. Guided by ESG principles, the company demonstrates its commitment to responsible material management, long-term resilience, and advancing a cleaner, safer, and more sustainable value chain.

WASTE DIVERSION REPORTING

GRI 306-4

SRF-TTBV in India generated 2,980 tonnes of hazardous waste from textile manufacturing, including process residues, oils, and chemicals. All hazardous waste is managed under strict compliance with environmental regulations, ensuring safe collection, storage, treatment, and disposal to prevent adverse impacts. The company emphasizes minimization strategies, substitution of hazardous materials with safer alternatives, and enhanced handling practices to reduce risks for employees, communities, and ecosystems. Guided by ESG principles, SRF-TTBV prioritizes responsible waste management that supports environmental protection, regulatory compliance, and long-term sustainability, demonstrating accountability and commitment to reducing ecological footprints across its industrial operations.

SRF-TTBV in India successfully recovered 5,806 tonnes of waste through recycling, energy recovery, and reuse initiatives embedded across its textile manufacturing operations. These practices reduce landfill dependency, conserve natural resources, and contribute to building circular economy models that transform waste into value. By prioritizing recovery, the company minimizes environmental impacts while enhancing operational efficiency and resource optimization. Such initiatives align with ESG objectives of improving resource efficiency, reducing climate impacts, and strengthening sustainability across the value chain. SRF-TTBV's proactive approach demonstrates its commitment to responsible waste management and long-term resilience in industrial textile production.



SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308

SRF-TTBV conducts training programs for buyers to ensure supplier selection and procurement practices align with ESG principles. Employees are educated on evaluating suppliers for environmental compliance, labor standards, ethical practices, and social responsibility. The training emphasizes risk assessment, sustainable sourcing, and promoting transparency across the supply chain. Case studies, workshops, and practical exercises reinforce learning and decision-making skills. By integrating ESG criteria into procurement processes, buyers contribute to responsible supply chain management, reduce environmental and social risks, and support sustainable business practices. These initiatives reflect SRF-TTBV's ESG commitment to ethical sourcing, sustainability, and long-term value creation.

SRF-TTBV conducts comprehensive training programs on waste reduction and proper sorting to promote a circular economy. Employees are educated on segregating recyclable, non-recyclable, and hazardous waste in compliance with regulatory and environmental standards. The training emphasizes minimizing waste generation, reusing materials wherever possible, and ensuring safe handling and disposal of hazardous waste. Practical demonstrations, periodic refresher sessions, and performance monitoring reinforce proper practices. By fostering awareness and accountability, these programs help reduce environmental impact, conserve resources, and enhance operational efficiency. This initiative aligns with our ESG commitments, encouraging sustainable behaviors and supporting a responsible, circular waste management approach.



SRF-TTBV ensured that 75% of its targeted suppliers underwent a comprehensive sustainability assessment, focusing on ESG compliance, ethical practices, and operational impacts across the value chain. These assessments evaluate supplier performance in areas such as environmental management, labor standards, human rights, and governance practices. By systematically reviewing supplier operations, SRF-TTBV identifies strengths, addresses gaps, and drives corrective actions where needed. This approach supports continuous improvement, enhances accountability, and mitigates risks associated with environmental or social non-compliance. Through proactive supplier engagement and monitoring, SRF-TTBV strengthens the resilience and sustainability of its supply chain while reinforcing its ESG commitments.

SRF-TTBV ensured that 75% of its buyers received structured training on sustainable procurement practices, reinforcing their role in building an ethical and responsible supply chain. The training focused on integrating ESG requirements into supplier selection, evaluation, and contract management, covering areas such as environmental stewardship, fair labor, and human rights compliance. By equipping buyers with knowledge and tools to make responsible purchasing decisions, SRF-TTBV enhances accountability and drives sustainability across procurement processes. This initiative not only strengthens supplier partnerships but also mitigates risks, promotes transparency, and supports the company's long-term ESG goals of sustainable and responsible business operations.

SUPPLIER ENVIRONMENTAL SCREENING

GRI 308-1

SRF-TTBV achieved 75% signatory compliance with its Supplier Code of Conduct among targeted suppliers, reinforcing its commitment to building a responsible and transparent supply chain. This milestone reflects strong alignment with ESG principles, ensuring suppliers integrate environmental stewardship, social responsibility, and sound governance into their operations. By requiring adherence to ethical standards, SRF-TTBV promotes accountability, fair labor practices, and sustainable sourcing. Ongoing supplier engagement, monitoring, and capacity-building initiatives further strengthen compliance and encourage continuous improvement. Through these efforts, SRF-TTBV advances a resilient and sustainable value chain, minimizing risks while supporting long-term growth and shared responsibility across its business ecosystem.

SUPPLY CHAIN IMPACTS

GRI 308-2

SRF-TTBV reports that 75% of its targeted suppliers have contracts incorporating environmental, labor, and human rights clauses, reinforcing alignment with ESG expectations and ethical business practices. These contractual provisions ensure that suppliers uphold sustainability commitments, protect worker rights, and minimize adverse environmental impacts. By embedding such clauses, SRF-TTBV strengthens accountability across its value chain while mitigating risks related to non-compliance, reputational harm, and operational disruptions. This proactive approach not only enhances supplier responsibility but also drives continuous improvement in sustainable performance. Through strong governance and collaboration, SRF-TTBV builds a resilient, ethical, and future-ready supply chain ecosystem.

SRF-TTBV conducted on-site sustainability audits for 75% of its targeted suppliers, covering critical areas such as labor practices, environmental management, and human rights compliance. These audits provide an in-depth understanding of supplier performance, ensuring adherence to ESG principles and responsible business conduct. Findings from the audits are systematically analyzed to identify areas for improvement, guide corrective actions, and support capacity-building initiatives. This proactive engagement strengthens supplier accountability, reduces risks of non-compliance, and fosters long-term collaboration. By integrating audits into its supply chain governance, SRF-TTBV enhances sustainability performance while promoting ethical, transparent, and resilient value chain practices.

SRF-TTBV reports that 75% of its audited or assessed suppliers actively participated in corrective actions and capacity-building programs aimed at addressing ESG-related gaps. These initiatives focused on improving labor practices, environmental management, human rights compliance, and governance standards across the supply chain. By engaging suppliers in structured improvement plans, SRF-TTBV ensures that identified issues are resolved while strengthening long-term compliance and resilience. Capacity-building programs equip suppliers with the knowledge and tools needed to embed sustainability into daily operations. This collaborative approach fosters accountability, drives continuous improvement, and enhances the overall sustainability performance of SRF-TTBV's value chain.

ENVIRONMENTAL PERFORMANCE DATA

GRI No-305

Total gross Scope 1 GHG emissions

(Reduction target for Scope 1 emissions)

MTCO2e- 5274

GRI No-305-2

Total gross Scope 2 GHG emissions

(Reduction target for Scope 2 emissions)

MTCO2e- 4.206

GRI No-305-3

Total gross Scope 3 GHG emissions

(Reduction target for Scope 3 emissions)

MTCO2e- 104717.64

GRI No-305-3

Total gross Scope 3 Downstream GHG emissions-

(Reduction target for Scope 3 Downstream emissions)

MTCO2e- 78.43



ENVIRONMENTAL PERFORMANCE DATA

GRI No-305-3

Total gross Scope 3 Upstream
GHG emissions

**(Reduction target for Scope 3
Upstream emissions)**

MTCO2e-104639.205

GRI No-302-1

Total energy consumption

KL-6179.31

GRI No-302-1

Total renewable energy
consumption

KL-6158.36

GRI No-303-5

Total water consumption

KL-23299



ENVIRONMENTAL PERFORMANCE DATA

GRI No-303-3

Total amount of water recycled
and reused
KL-12971

GRI No-305-7

Total weight of air pollutants

Metric Tons-0.242

GRI No-306-4

Total weight of hazardous waste-
**(Reduce the weight of hazardous
waste in kgs)**

Kgs-2980

GRI No-306-3

Total weight of non-hazardous
waste-**(Reduce the weight of non-
hazardous waste in kgs)**

Kgs-16873



ENVIRONMENTAL PERFORMANCE DATA



GRI No-306-4

Total weight of waste recovered

(Increase the Total weight of waste recovered)

KL-5806

GRI No-302

Energy consumption and GHGs

(Total Energy Consumption & GHGs)

KL-6179.31

GRI No-303-5

Water

(Reduce the Water Pollution)

KL-18500

GRI No-303-5

Biodiversity

(Percentage of Green Landscape)

12%



ENVIRONMENTAL PERFORMANCE DATA

GRI No-305-7

Air pollution
(Air quality Index)

Index-36.25

GRI No-306-3

Materials, chemicals, and waste
(Waste to landfill)

Liters-10800

GRI No-306-2

Product end-of-life
(Number of persons given training
on product End-of-Life)

Count -35

GRI No-308-1

Percentage of targeted suppliers who
have signed the supplier code of conduct
(Percentage of supplier signed the
code of conduct)

75%



ENVIRONMENTAL PERFORMANCE DATA

GRI No-308-27

75%

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 No-308

Percentage or number of targeted suppliers covered by a sustainability Assessment

(Percentage (or number) of targeted suppliers covered by a sustainability assessment)

75%

GRI No-308-2

75%

Percentage or number of targeted suppliers covered by a sustainability on-site audit

(Percentage (or number) of targeted suppliers covered by a sustainability on-site audit)

Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building

(Percentage (or number) of audited or assessed suppliers engaged in corrective actions or capacity)

GRI No-308

Percentage or number of all buyers who received training on sustainable Procurement

(Percentage (or number) of all buyers who received training on sustainable procurement)

75%



SOCIAL



WORK-LIFE BALANCE AND FLEXIBLE WORK INITIATIVES

GRI 401

At SRF-TTBV, we recognize the importance of work-life balance and support our employees through comprehensive family-friendly programs. These initiatives include parental leave policies, flexible work arrangements, and wellness programs designed to promote physical, mental, and emotional well-being. Employees are encouraged to participate in health and wellness activities, benefit from work schedule flexibility, and access resources that support family responsibilities. By fostering a supportive and inclusive environment, we enhance employee satisfaction, engagement, and retention. These programs reflect our ESG commitment to employee well-being, diversity, and inclusion, ensuring a workplace where employees and their families thrive alongside organizational growth.

SRF-TTBV promotes a flexible organization of work to support employee well-being and work-life balance. Our initiatives include remote work options, adaptable shift schedules, and customized arrangements to accommodate personal and professional needs. Employees are empowered to manage their work hours effectively while maintaining productivity and operational efficiency. Regular feedback mechanisms ensure that flexible arrangements meet both employee expectations and business requirements. By fostering a culture of trust, autonomy, and flexibility, these practices enhance engagement, job satisfaction, and retention. This approach aligns with our ESG commitment to employee welfare, inclusivity, and a sustainable, people-centric workplace.

SRF-TTBV carries out internal audits to review promotion and career advancement processes, ensuring they are fair, transparent, and based on merit. The audits evaluate whether opportunities for progression are equitably available across the workforce, free from bias or favoritism. Employee feedback is also considered to identify gaps or inconsistencies in career development practices. These audits promote accountability in decision-making and foster trust in leadership. By strengthening transparency, SRF-TTBV ensures that talent and performance remain the core criteria for advancement, thereby building a culture of equal opportunity, employee motivation, and long-term organizational growth.



SRF-TTBV conducts audits of recruitment processes to guarantee fairness, transparency, and inclusivity. Hiring practices are reviewed to confirm that they are free from bias, discrimination, or favoritism. Candidate selection is assessed to ensure alignment with equal opportunity principles and compliance with labor laws. Interviews, job postings, and candidate evaluations are monitored for consistency and objectivity. Feedback mechanisms are also in place to promote continuous improvement in recruitment practices. Through these audits, SRF-TTBV strengthens its workforce diversity, fosters trust in its hiring process, and creates equal opportunities for candidates, reflecting its commitment to fairness and ethical employment.

LABOR RELATIONS MANAGEMENT

Internal audits at SRF-TTBV monitor compliance with legal and company standards on working hours, overtime, and rest periods. Records are reviewed to ensure employees are not subjected to excessive workloads and that shift scheduling is conducted fairly. The audits also assess work-life balance measures and employee well-being initiatives. Any discrepancies are addressed promptly to protect staff from fatigue or unfair treatment. By enforcing fair practices, SRF-TTBV fosters a healthy, safe, and supportive work environment that enhances productivity and employee satisfaction, while also demonstrating its commitment to ethical labor practices and long-term workforce sustainability.



GRI 402

At SRF-TTBV, we actively engage with employee representatives through collective bargaining agreements to promote career management and continuous training. These agreements outline structured programs for skill development, succession planning, mentorship, and professional growth opportunities, ensuring that employees have clear pathways to advance within the organization. Regular consultations with employee representatives help tailor training initiatives to workforce needs and business goals. By fostering collaboration and transparency, these agreements enhance employee engagement, satisfaction, and retention. This approach reflects our ESG commitment to workforce development, equitable opportunities, and building a culture of learning, growth, and shared responsibility across all levels.

WORKFORCE CHANGE NOTIFICATION

GRI 402-1

SRF-TTBV is committed to ensuring that 100% of its employees work under favorable, safe, and ethically compliant conditions, fully aligned with local labor regulations and ESG principles. The company implements comprehensive measures to safeguard employee welfare, including fair labor practices, timely remuneration, and strict adherence to working hour regulations. Workplace ergonomics are prioritized to prevent occupational hazards, complemented by well-maintained welfare facilities such as rest areas, canteens, and sanitation amenities. Regular health and safety audits, risk assessments, and training programs ensure employees are aware of safety protocols and can operate in a secure environment. Monitoring mechanisms are established to uphold employee rights, address grievances promptly, and foster transparent communication.



COLLECTIVE BARGAINING COVERAGE

GRI 402-2

During the reporting period, SRF-TTBV conducted 11 instances of structured social dialogue with employees and their representatives. These sessions provided a platform to discuss workplace concerns, operational updates, and future initiatives, fostering transparent communication and mutual understanding. By actively involving employees in decision-making processes, the company promotes collaboration, trust, and a sense of ownership. These dialogues are integral to maintaining positive labor relations and addressing workforce needs effectively. SRF-TTBV's approach reflects its ESG commitment to inclusive governance, respecting employee voices, strengthening engagement, and embedding social sustainability into organizational practices and operational strategies.



EMPLOYEE HEALTH PROTECTION

GRI 403

At SRF-TTBV, we extend our commitment to health and safety beyond employees to include contractors, suppliers, and visitors on company premises. All non-employee personnel are required to follow our safety protocols, undergo orientation, and receive guidance on site-specific hazards, emergency procedures, and use of personal protective equipment (PPE). Regular monitoring, audits, and compliance checks ensure adherence to safety standards. Collaboration with contractors and suppliers fosters a shared responsibility for risk mitigation. These measures protect all individuals on-site, prevent incidents, and reinforce our ESG commitment to maintaining a safe, secure, and responsible operational environment.

SRF-TTBV conducts comprehensive training on health and safety risks, emphasizing safe machinery handling, emergency preparedness, and proper use of personal protective equipment (PPE). Employees are educated on workplace ergonomics, accident prevention, and adherence to standard operating procedures. Practical demonstrations, hands-on sessions, and regular refresher courses reinforce knowledge and ensure compliance. The training fosters a proactive safety culture, enabling employees to identify hazards, respond effectively to emergencies, and maintain a safe working environment. These initiatives protect employee well-being, enhance operational efficiency, and align with our ESG commitments to occupational health, safety, and responsible workplace practices.



SRF-TTBV implements additional initiatives to ensure a safe, healthy, and productive work environment beyond standard practices. These include regular workplace inspections, ergonomic assessments, and employee wellness programs to promote physical and mental well-being. Open communication channels encourage feedback and prompt resolution of concerns. Programs supporting work-life balance, flexible scheduling, and professional development are offered to enhance engagement and satisfaction. Safety drills, emergency preparedness training, and continuous monitoring of health and safety performance reinforce a proactive culture. Collectively, these measures foster a positive workplace, reduce risks, and demonstrate SRF-TTBV's ESG commitment to employee welfare, inclusion, and operational excellence.

SRF-TTBV implements continuous health and safety programs to proactively identify, control, and eliminate workplace hazards. Initiatives include risk assessments, regular safety audits, emergency preparedness drills, and the use of personal protective equipment (PPE). Employees receive ongoing training on safe practices, ergonomics, machinery handling, and incident reporting. Health monitoring, wellness programs, and safety committees reinforce a culture of vigilance and responsibility. By integrating these measures into daily operations, we minimize workplace risks, protect employee well-being, and ensure compliance with regulatory standards. These programs reflect SRF-TTBV's ESG commitment to maintaining a safe, healthy, and productive work environment.



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WORK INJURY REPORTING

GRI 403-9

SRF-TTBV conducts regular mock drills simulating accidents involving heavy equipment such as forklifts, cranes, and other machinery. These drills are designed to train employees and safety personnel to respond swiftly and effectively in the event of an incident. The focus is on preventing injuries, minimizing operational downtime, and containing damage to equipment or infrastructure. Employees practice communication, emergency shutdowns, and safe evacuation procedures. Each exercise also helps identify gaps in safety systems, refine risk assessments, and strengthen overall protocols. Through these initiatives, the company builds awareness, preparedness, and a strong safety culture around heavy equipment operations.

Mock drills simulating workplace injury scenarios are carried out to prepare employees for real-life emergencies. These exercises cover incidents such as slips, falls, cuts, burns, and ergonomic injuries. Staff are trained to provide immediate first aid, coordinate with medical teams, and follow established emergency response procedures. The drills emphasize timely reporting, quick decision-making, and effective communication with supervisors and safety officers. By practicing real-time responses, employees gain confidence in managing injury situations while ensuring that risks are controlled swiftly. These drills reinforce SRF-TTBV's commitment to protecting employee well-being and maintaining a safe, responsive, and health-focused workplace environment.





SRF-TTBV conducts fire mock drills to ensure that employees are fully prepared to handle fire-related incidents. These exercises include practicing emergency evacuation routes, proper use of firefighting equipment, and coordination with emergency response teams. Employees are trained to quickly identify fire hazards, raise alarms, and follow safety protocols to minimize risks. The drills emphasize safe and orderly evacuations, clear communication, and designated assembly points. Regular practice ensures employees are confident in their ability to respond under pressure, reducing panic and potential harm. These initiatives enhance workplace resilience, safeguard lives, and strengthen the overall fire safety preparedness of the organization.

Mock drills simulating chemical spill emergencies are conducted to ensure employee safety and environmental protection. Employees practice containment methods, neutralization techniques, and spill clean-up procedures using appropriate personal protective equipment (PPE). These exercises reinforce adherence to safety protocols and proper reporting mechanisms, ensuring quick containment and mitigation of risks. Employees also train on limiting exposure, preventing contamination, and safeguarding nearby operations. The drills help evaluate emergency readiness, identify procedural gaps, and improve response efficiency. Through regular training, SRF-TTBV enhances workforce preparedness, reduces environmental impacts, and upholds its commitment to safety, compliance, and sustainable operations in managing chemical hazards responsibly.

EMPLOYEE TRAINING DEVELOPMENT

GRI 404



SRF-TTBV places strong emphasis on skills development to enhance employee productivity, performance, and career growth. Training programs cover technical skills, digital competencies, and soft skills, ensuring employees are well-equipped to meet evolving business and industry demands. Structured workshops, hands-on sessions, and e-learning modules provide practical knowledge and continuous learning opportunities. Regular assessments and feedback help track progress and identify areas for improvement. By investing in workforce development, we empower employees to advance in their careers while contributing effectively to organizational goals. These initiatives align with our ESG commitment to human capital development, innovation, and sustainable workforce growth.

At SRF-TTBV, career management and training are integral to employee growth and organizational success. We focus on skill development programs that enhance technical and soft skills, ensuring employees are equipped for evolving roles. Succession planning identifies and prepares future leaders, while structured performance evaluations provide constructive feedback and track progress. Professional growth opportunities, including mentorship, cross-functional projects, and specialized training, empower employees to advance their careers within the organization. By investing in our workforce, we foster engagement, retention, and a culture of continuous learning. These initiatives align with our ESG commitment to human capital development and workforce sustainability.

In addition to standard training programs, SRF-TTBV takes extra measures to support employee career development. These include mentorship initiatives, cross-functional project assignments, and rotational programs that provide exposure to diverse roles and business functions. Employees are encouraged to pursue professional certifications, attend industry conferences, and participate in knowledge-sharing sessions. Regular career counseling and personalized development plans help identify growth opportunities and succession pathways. By fostering continuous learning, skill enhancement, and leadership readiness, these initiatives strengthen employee engagement, retention, and performance. These efforts reflect SRF-TTBV's ESG commitment to human capital development, equitable career growth, and a culture of lifelong learning.

EMPLOYEE TRAINING HOURS

GRI 404-1

Employees received an average of 22 hours of training annually. Additionally, 100% were covered under career management initiatives, strengthening skill development and employability. These initiatives strengthened overall employability, prepared employees for future roles, and supported internal mobility. By investing in training and career development, SRF-TTBV promotes a culture of growth, employee engagement, and long-term organizational resilience, aligning with its ESG and sustainability goals.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI - 405

SRF-TTBV conducts regular training programs to raise awareness on discrimination, harassment, and diversity in the workplace. Employees are educated on equal opportunity principles, anti-harassment policies, and legal obligations to ensure a safe and respectful work environment. The training emphasizes recognizing inappropriate behavior, reporting mechanisms, and fostering an inclusive culture where all individuals are valued and respected. Practical scenarios, workshops, and refresher sessions reinforce understanding and compliance. By promoting awareness and proactive engagement, these programs help prevent discrimination and harassment, strengthen workplace cohesion, and align with our ESG commitment to fairness, inclusion, and employee well-being.



SRF-TTBV is committed to ensuring that professional development and promotion opportunities are transparent, fair, and merit-based. Policies and processes are designed to prevent discrimination based on gender, age, ethnicity, or other personal characteristics. Employees are evaluated on skills, performance, and potential, with clear criteria guiding career progression decisions. Regular audits, feedback mechanisms, and training on unconscious bias reinforce equitable practices. By fostering a culture of inclusivity and meritocracy, we empower employees to achieve their full potential. These initiatives reflect SRF-TTBV's ESG commitment to diversity, equal opportunity, and a fair, transparent workplace for all.

SRF-TTBV is committed to fostering an inclusive workplace for employees with disabilities. Our initiatives include accessible infrastructure, assistive technologies, and reasonable accommodations to ensure a barrier-free work environment. Recruitment and hiring practices are designed to be fair and inclusive, providing equal opportunities for differently-abled candidates. Career development programs, training, and mentorship ensure that employees with disabilities have equitable access to professional growth and advancement. Awareness campaigns promote sensitivity and understanding among all staff. These measures reflect SRF-TTBV's ESG commitment to diversity, equity, and inclusion, enabling differently-abled employees to contribute fully and thrive within the organization.

DIVERSITY AND INCLUSION

GRI 405-1

At SRF-TTBV, workforce diversity and inclusion are key priorities, reflected in our composition and equitable practices. Women constitute 38% of the overall workforce, with representation in leadership roles including 2% in top management and 3% on the board, demonstrating progress toward gender-balanced decision-making. The company maintains an average gender pay gap of 0%, ensuring fair and equitable remuneration across all levels. Additionally, 85% of employees belong to minority or vulnerable groups, highlighting SRF-TTBV's commitment to inclusive hiring and empowerment. These measures foster a diverse, equitable, and inclusive workplace culture aligned with ESG principles and long-term organizational sustainability.

SRF-TTBV in India maintains a strong commitment to diversity and inclusion, with 38% of the workforce comprised of women across our manufacturing operations for belting fabrics, chafer fabrics, and industrial textiles. We actively promote equal opportunities in recruitment, career progression, and workplace culture, ensuring gender balance in alignment with ESG principles. By fostering an inclusive environment, we enhance innovation, collaboration, and employee engagement, while supporting social sustainability. These initiatives not only empower women within our workforce but also contribute to broader equity goals, reinforcing SRF-TTBV's dedication to responsible, sustainable, and socially conscious business practices.



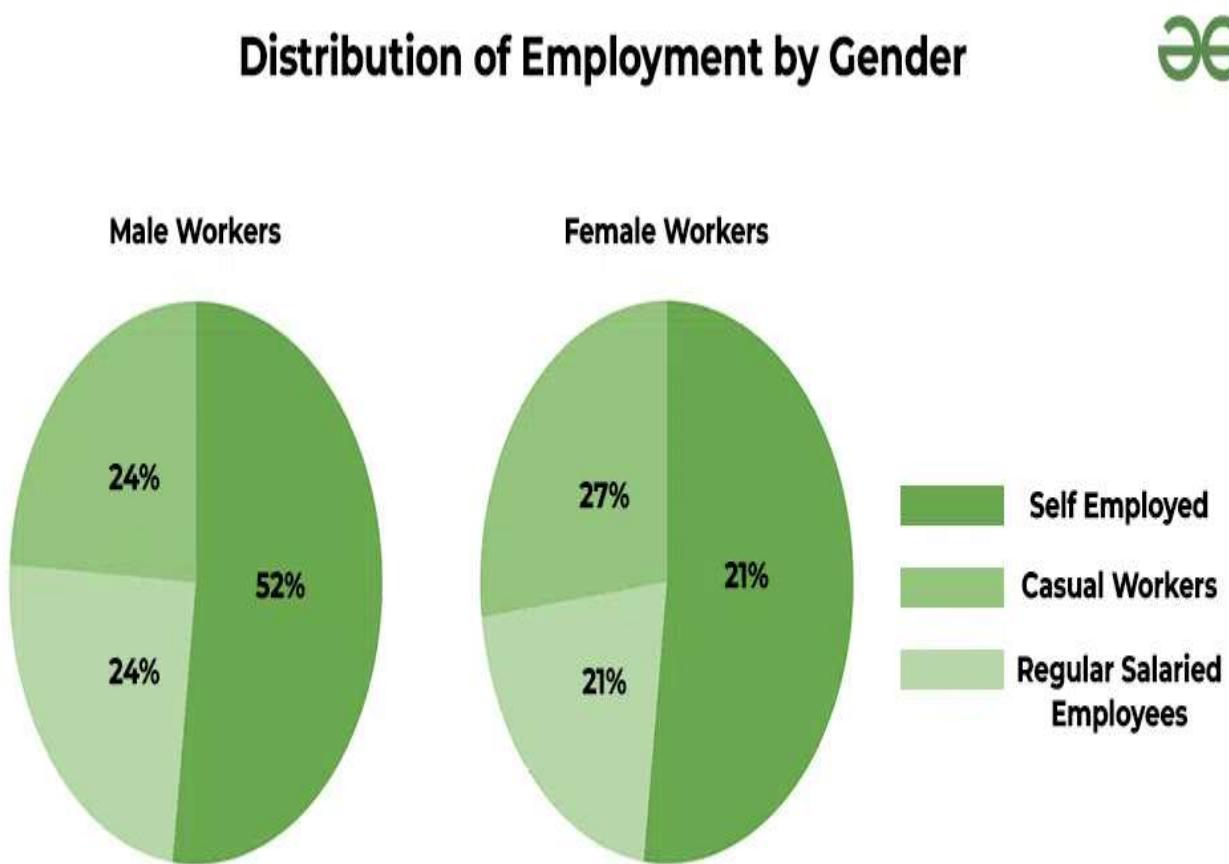
SRF-TTBV in India reports that women occupy 2% of top management positions, underscoring the ongoing challenge of achieving gender balance in leadership roles. In alignment with ESG principles, the company implements targeted initiatives including mentorship programs, leadership development workshops, and equitable promotion practices to enhance female representation in management. These measures aim to create a supportive and inclusive environment where women can advance their careers, contribute to strategic decision-making, and shape organizational culture. By prioritizing gender diversity in leadership, SRF-TTBV strengthens inclusivity, drives innovation, and promotes long-term sustainability, reinforcing its commitment to equitable and responsible business practices.

SRF-TTBV in India reports that women hold 3% of board positions, indicating limited yet gradually improving gender diversity at the highest governance level. Recognizing the importance of inclusive leadership, the company implements ESG-aligned initiatives such as targeted recruitment, leadership mentorship, and policy frameworks designed to support female advancement. These efforts aim to strengthen representation of women in decision-making roles, foster diverse perspectives, and enhance governance effectiveness. By promoting gender inclusion at the board level, SRF-TTBV reinforces its commitment to equitable leadership, social sustainability, and long-term organizational resilience, while contributing to broader ESG and workforce diversity objectives.



SRF-TTBV in India reports that 0% of top management positions are held by employees from minority or vulnerable groups, highlighting a key area for improvement in leadership diversity. In alignment with ESG principles, the company is implementing initiatives to address this gap, including mentorship programs, targeted leadership development, and inclusive promotion practices. These efforts aim to empower minority employees, enhance representation at decision-making levels, and foster a more equitable workplace. By focusing on inclusive leadership, SRF-TTBV supports social sustainability, strengthens organizational culture, and reinforces its commitment to providing equal opportunities and promoting diversity across all levels of management.

Distribution of Employment by Gender



SRF-TTBV in India reports that 85% of its employees belong to minority or vulnerable groups, demonstrating the company's strong commitment to diversity and inclusion. ESG-aligned initiatives in recruitment, career development, and workplace policies ensure equitable opportunities, promote social inclusion, and cultivate an inclusive organizational culture. By prioritizing representation and empowerment, these practices enhance employee engagement, foster collaboration, and strengthen workforce resilience. Furthermore, SRF-TTBV's focus on inclusivity supports broader community representation and contributes to socially sustainable business operations. This holistic approach aligns with the company's ESG principles, reinforcing responsible, equitable, and long-term sustainable growth across all levels of the organization.

GENDER PAY EQUITY

GRI 405-2

SRF-TTBV in India reported an **average unadjusted gender pay gap of 0%**, reflecting equitable compensation practices across male and female employees. This demonstrates our commitment to fair pay, gender equality, and ESG principles, ensuring that employees are remunerated based on role, performance, and responsibilities rather than gender. Transparent monitoring supports social sustainability and workforce trust.

SRF-TTBV maintains a fair and transparent compensation framework aligned with its commitment to equity and inclusivity. The highest-paid individual earned only 0.6 times the median annual compensation, clearly reflecting the organization's focus on minimizing wage disparities and ensuring just remuneration practices. This ratio underscores the company's dedication to valuing all employees equally, promoting fairness in pay regardless of role or seniority. By maintaining equitable pay structures, SRF-TTBV fosters a culture of trust, respect, and accountability, supporting both employee satisfaction and long-term sustainability. This approach strengthens its ESG commitment while setting a benchmark for responsible corporate governance



NON-DISCRIMINATION

GRI 406

SRF-TTBV conducts comprehensive training programs to prevent discrimination, harassment, and bullying in the workplace. The training covers recognition of inappropriate behavior, understanding company policies and legal obligations, and promoting a culture of respect and inclusion. Employees learn about reporting mechanisms, conflict resolution, and handling complaints confidentially. Practical scenarios, workshops, and interactive sessions reinforce learning and encourage proactive intervention. Refresher courses ensure sustained awareness and compliance. By equipping employees with knowledge and tools to address workplace issues, these programs foster a safe, respectful, and inclusive environment, reflecting SRF-TTBV's ESG commitment to employee well-being, equality, and ethical workplace practices.



SRF-TTBV implements robust measures to prevent workplace harassment, ensuring a safe and respectful environment for all employees. Our anti-harassment policies clearly define unacceptable behavior, reporting procedures, and consequences for violations. Awareness programs and training sessions educate employees on identifying harassment, understanding their rights, and promoting a culture of respect and inclusion. Accessible grievance redressal mechanisms allow confidential reporting and prompt investigation of complaints. Regular monitoring, audits, and refresher training reinforce compliance and accountability. These initiatives safeguard employee well-being, foster trust, and demonstrate SRF-TTBV's ESG commitment to maintaining ethical workplace practices, equality, and a harassment-free organizational culture.



SRF-TTBV conducts capacity-building programs for suppliers to address adverse sustainability risks across the supply chain. Training focuses on identifying and mitigating labor violations, environmental impacts, and ethical compliance issues. Suppliers are educated on regulatory requirements, ESG standards, responsible sourcing, and risk management practices. Interactive workshops, case studies, and continuous support help suppliers implement corrective actions and enhance operational sustainability. By strengthening supplier awareness and capabilities, these programs promote compliance, reduce social and environmental risks, and foster long-term partnerships. This initiative reflects SRF-TTBV's ESG commitment to responsible supply chain management, ethical practices, and sustainable business operations.

SRF-TTBV ensures that suppliers adhere to fair labor standards to prevent discrimination and harassment within their workforce. Clear expectations are communicated through supplier codes of conduct, contracts, and onboarding programs. Suppliers receive guidance on promoting inclusive practices, equal opportunities, and safe working environments. Regular monitoring, audits, and performance assessments ensure compliance and identify areas for improvement. Training and capacity-building programs reinforce understanding of labor rights and ethical practices. By collaborating with suppliers to uphold these standards, SRF-TTBV strengthens workforce equity, safeguards human rights, and demonstrates its ESG commitment to responsible supply chain management and a harassment-free work environment.



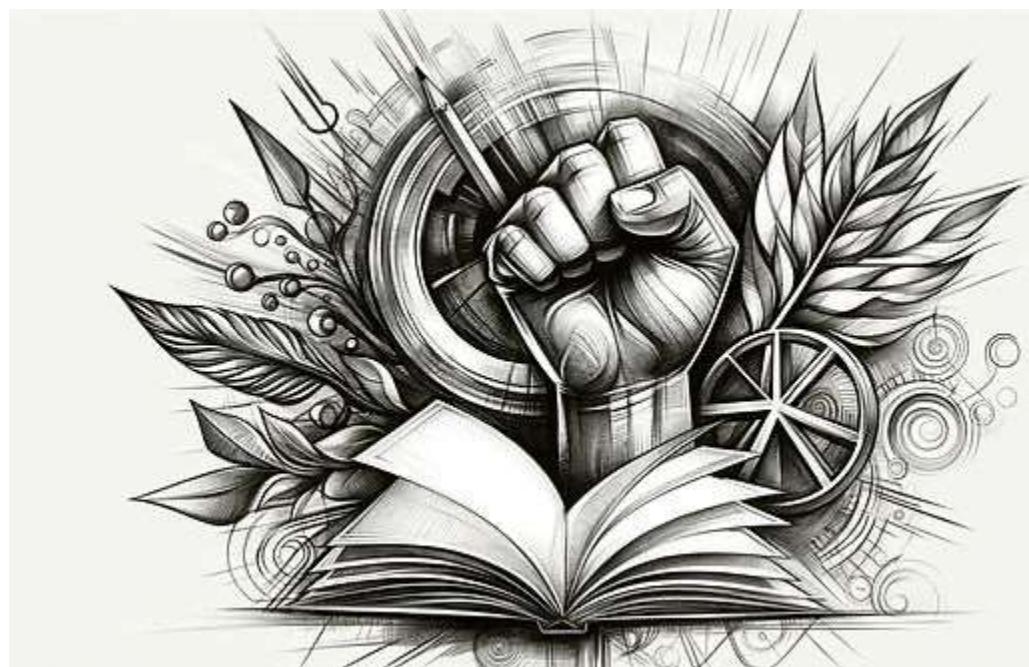
SRF-TTBV in India recorded zero incidents of discrimination or harassment during the reporting period, demonstrating the effectiveness of its ESG-aligned policies and initiatives. Comprehensive employee awareness programs, clear reporting mechanisms, and a culture of accountability ensure a safe, inclusive, and respectful workplace. Proactive monitoring identifies potential issues early, while structured corrective measures reinforce ethical behavior and compliance. This commitment extends to promoting human rights, equitable labor practices, and diversity within the organization. Continuous evaluation and engagement sustain a supportive environment, fostering employee trust, well-being, and long-term retention.

SRF-TTBV in India recorded zero incidents of discrimination or harassment during the reporting period, reflecting a strong commitment to fostering a safe, inclusive, and respectful workplace. The company's ESG-driven policies, including clear codes of conduct and robust reporting mechanisms, ensure that all employees are aware of their rights and responsibilities. Proactive employee training and awareness programs promote ethical behavior and prevent workplace misconduct. Continuous monitoring and prompt corrective actions reinforce adherence to human rights and equitable labor practices. This approach strengthens trust, encourages diversity, and sustains long-term employee engagement and well-being.

CHILD LABOR PREVENTION

GRI 408

SRF-TTBV conducts mandatory training programs to raise awareness about child labor, forced labor, and human trafficking risks. Employees are educated on recognizing violations, understanding legal and ethical obligations, and implementing prevention measures across operations and supply chains. The training includes reporting mechanisms, whistleblower channels, and guidance on escalating concerns responsibly. Practical case studies, workshops, and refresher sessions reinforce knowledge and vigilance. By equipping employees with the tools to identify and act against labor rights violations, we safeguard human rights, maintain ethical business practices, and reinforce our ESG commitment to responsible labor management and a fair, safe, and compliant workplace.



SRF-TTBV conducts strict internal audits to ensure complete compliance with its zero-tolerance policy on child labor. All recruitment and workforce records are regularly reviewed to verify employee age and eligibility. Supplier practices are also monitored to ensure alignment with ethical labor standards, preventing risks of underage employment in the supply chain. Employee awareness programs reinforce the importance of child rights and fair labor practices. These audits safeguard SRF-TTBV's reputation as a responsible employer and reflect its commitment to human rights, ethical sourcing, and global labor standards while protecting the dignity and welfare of vulnerable communities.

LABOR RISK EVALUATION

GRI 408-1

SRF-TTBV in India reported zero cases of child labor, forced labor, or human trafficking during the reporting period, demonstrating a strong commitment to ethical labor practices and ESG compliance. The company enforces strict policies across its operations and supply chain, ensuring adherence to local laws and international labor standards. Rigorous supplier oversight, regular audits, and employee awareness programs prevent exploitation and promote responsible sourcing. By maintaining transparency, accountability, and ethical governance, SRF-TTBV safeguards human rights, fosters a fair and safe working environment, and upholds its commitment to social responsibility and sustainable business practices.



FORCED OR COMPULSORY LABOR



GRI 409

Internal audits at SRF-TTBV ensure that no employee or contracted worker is subjected to forced or compulsory labor. Auditors verify employment records, contracts, and working conditions to confirm voluntary engagement and freedom of movement. Monitoring extends to supplier practices, ensuring alignment with international labor standards. Training programs for employees and contractors raise awareness on ethical employment rights and practices. By conducting regular reviews, SRF-TTBV demonstrates its commitment to respecting human dignity, protecting workers from exploitation, and fostering an ethical supply chain. These measures build a secure, transparent, and fair working environment across the organization and its partners.

GRI 410

SECURITY PRACTICES

SRF-TTBV ensures that all security personnel operating on company premises are trained on human rights compliance and ethical conduct. Training programs focus on preventing excessive use of force, respecting individual freedoms, and maintaining a safe and secure environment for employees, visitors, and contractors. Personnel are educated on legal obligations, conflict de-escalation techniques, and reporting mechanisms for incidents. Regular refresher sessions, monitoring, and audits reinforce adherence to standards. These initiatives foster accountability, promote ethical behavior, and align with SRF-TTBV's ESG commitment to human rights, safe operations, and the protection of personal freedoms within all areas of the company.



HUMAN RIGHTS POLICIES AND PROCEDURES

GRI 412

SRF-TTBV reported **zero external stakeholder human rights incidents** in 2024–25. This outcome reflects the company's strong commitment to responsible business conduct and its proactive approach to upholding human rights across operations and community interactions. SRF-TTBV emphasizes transparent engagement with local communities, fair treatment of partners, and strict adherence to international human rights standards. ESG-aligned practices ensure that business decisions respect social well-being, cultural values, and ethical principles beyond the workplace. This record underscores SRF-TTBV's role as a responsible industry leader, safeguarding trust and positive stakeholder relationships.



HUMAN RIGHTS TRAINING

GRI 412- 2

SRF-TTBV in India reported zero incidents of human rights violations involving external stakeholders during the reporting period, demonstrating its commitment to responsible business conduct. ESG-aligned operational practices, proactive community engagement, and strict adherence to ethical standards ensure that human rights are respected not only within the organization but also across its interactions with suppliers, customers, and local communities. Regular monitoring, stakeholder consultation, and transparent reporting reinforce accountability and prevent adverse impacts. By embedding human rights principles into its strategy and operations, SRF-TTBV fosters trust, strengthens community relations, and upholds its commitment to sustainable and socially responsible business practices.

LOCAL COMMUNITIES

GRI 413

SRF-TTBV contributed **7 units toward environmental services and advocacy** in 2024–25, reinforcing its role as a responsible corporate citizen. These contributions supported community awareness programs, training sessions, and partnerships designed to promote ESG-aligned practices beyond company operations. Initiatives included environmental education workshops, collaborative projects with local stakeholders, and advocacy for sustainable resource management. By investing in knowledge sharing and capacity building, SRF-TTBV empowered communities to adopt eco-friendly practices and enhance resilience against environmental challenges. This commitment highlights the company's dedication to creating shared value through sustainability-driven advocacy and long-term community development.





PRODUCT WELLNESS

GRI 416

SRF-TTBV ensures that employees are fully informed about potential health and safety risks associated with the products we manufacture, including allergic reactions or other occupational hazards. Training programs educate workers on identifying these risks, implementing preventive measures, and using appropriate personal protective equipment. Regular workshops, safety bulletins, and practical demonstrations reinforce safe handling practices. Employees are encouraged to report any incidents or concerns promptly, enabling timely corrective actions. These initiatives protect employee health, enhance workplace safety, and ensure compliance with regulatory standards, reflecting our commitment to responsible manufacturing and adherence to ESG principles.

PRODUCT AND SERVICE SAFETY

GRI 416 -1

SRF-TTBV invested 65 units in 2024–25 to strengthen sustainability performance during the product use phase. These investments focused on enhancing product durability, adopting safer and more environmentally responsible materials, and improving customer awareness of sustainable usage practices. By extending product life cycles and reducing potential health and environmental risks, SRF-TTBV ensures its textiles deliver long-term value while minimizing negative impacts. Awareness programs empower customers to make informed, sustainable choices. This proactive approach demonstrates SRF-TTBV's commitment to advancing safety, sustainability, and customer well-being throughout the entire product life cycle.

HEALTH SAFETY REPORTING

GRI 416-2

SRF-TTBV is proud to report zero customer health and safety incidents during 2024–25, demonstrating the company's strong commitment to product safety and customer well-being. This achievement reflects robust design, manufacturing, and compliance controls that ensure textile products meet the highest safety standards. By integrating stringent quality checks, continuous monitoring, and adherence to international safety regulations, SRF-TTBV has safeguarded end-users from potential risks. Proactive risk assessments and preventive measures are embedded across operations, ensuring customer trust and satisfaction. The company remains dedicated to maintaining this record, reinforcing its reputation as a responsible manufacturer of safe, reliable textile products.

DATA SECURITY AND CYBER RISK AWARENESS

GRI 418

SRF-TTBV conducts structured training programs to raise awareness on information security, cybersecurity, and data protection. Employees are educated on identifying and mitigating cyber threats, safeguarding sensitive data, and protecting intellectual property. The training covers secure use of digital tools, password management, phishing prevention, and adherence to company policies and regulatory requirements. Regular workshops, simulations, and refresher courses reinforce best practices and ensure vigilance across all levels of the organization. By fostering a culture of security awareness, these initiatives protect organizational assets, maintain stakeholder trust, and reflect SRF-TTBV's ESG commitment to responsible, secure, and resilient business operations.

Internal audits are carried out at SRF-TTBV to evaluate the effectiveness of its Information Security Management System (ISMS). These audits ensure protection of confidential business information, employee data, and intellectual property from unauthorized access or cyber threats. Systems, processes, and controls are reviewed for resilience and compliance with security policies. Employees receive awareness training to strengthen vigilance against data breaches, phishing, and cyber risks. By monitoring ISMS performance and implementing improvements, SRF-TTBV safeguards its digital assets, builds stakeholder confidence, and demonstrates its commitment to responsible and secure business operations in today's technology-driven environment.



SOCIAL PERFORMANCE DATA

GRI No-416-1

Product use

(Percentage of plastic-free, compostable, or minimal packaging used) **65%**

GRI 413-1

Environmental services and advocacy

(Number of Activities in Environmental Services & Advocacy)

Nos-7

GRI 416-2:

Customer health and safety

(Number of Incidents)

Count-0

GRI 403-9

Number of days lost to work-related injuries, fatalities and ill health

Count-0

Number of work-related accidents-

Count-0



SOCIAL PERFORMANCE DATA

GRI 405-2

Ratio-0.6

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 405-1

Percentage of direct employees paid below living wage **0%**

Percentage of women employed in the whole organization **38**

(Gender Diversity in the Workforce)

GRI 404-1

Average hours of training per employee

(Average Number of Hours of Training Per Employee)

Count-22

GRI 405-1

Percentage of women at top management level

(Gender Diversity in the top management level) **2%**

Percentage of women within the organization's board

(Gender Diversity in the within the organization's board) **3%**



SOCIAL PERFORMANCE DATA

GRI 405-2

Average unadjusted gender pay gap

(Average Salary For Men - Average Salary For Women * 100)

0%

GRI 405-1

Percentage of employees from a minority or vulnerable group at top management level

(Diversity Representation in the top management level)

0%

GRI 406-1

Number of identified discrimination or harassment incidents or corrective actions

(Reduce the Number of identified discrimination or harassment incidents or corrective actions)

Count-0

GRI 403-9

Employee health and safety

(Number of reportable incidents)

Count-0

Percentage of employees from a minority or vulnerable group in the whole organization

(Diversity Representation in the Whole Organization)

85%



SOCIAL PERFORMANCE DATA

GRI 402-1

Working conditions
(Percentage of Employees Cover Under Health Insurance)

100%

GRI 402-1

Social dialogue
(Number of Employees Participated in Social Dialogue)

Count-11

GRI 404-2

Career management and training
(Percentage of employees participating in career development programs)

100%

GRI 408-1

Child labor, forced labor, and human trafficking
(Number of labour / human rights incidents)

Count-0



SOCIAL PERFORMANCE DATA

GRI 406-1

Discrimination and Harassment
(Number of Reported Fair Treatment Standards)

Count-0

GRI 412-2

External stakeholder human rights
(Number of Incidents)

Count-0



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Independent Assurance Statement

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 2 & High 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 GRI Standards. 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 : AA1000AS v3, ISO 17029:2019 and GRI

Type of Assurance : Type 2 & High Assurance

Date of Assurance : 21st April, 2025

Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)

Certificate No : AA1000 (ACSAP) C.N: A09122401

Signature :



 **AA1000**
Licensed Assurance Provider
001-065



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