



SREE SUMANGALA METALS AND INDUSTRIES (P) LTD
(Aluminium Division)

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

CORPORATE SUSTAINABILITY REPORT
(FOR THE YEAR APRIL 2024 – MARCH 2025)

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Managing Director's Message On Sustainability

At SSMI-AD, sustainability is not just an aspiration—it is a responsibility we owe to our people, our partners, and the planet. As part of the Sree Sumangala Group of Companies, we have always believed that growth must go hand in hand with responsibility.

With more than 35 years of experience in the metal manufacturing and trading industry, I have witnessed the sector's transformation and the increasing need for businesses to adapt to global sustainability standards. My journey, supported by dual degrees in Commerce and Law, has taught me the value of innovation, efficiency, and foresight in creating long-term impact. Over the past 15 years, we have grown the Group 85 times, expanded into more than five successful verticals, and forged enduring partnerships—all built on a foundation of trust and resilience.

At SSMI-AD, we are deeply committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations. By improving operational efficiency, adopting cleaner processes, and encouraging circular economy practices, we are working to reduce our environmental footprint while strengthening our role as a reliable partner to industries worldwide. Equally, we remain focused on employee well-being, community development, and transparent governance, ensuring that our progress benefits all stakeholders.

Looking forward, our vision is to continue building a sustainable, innovative, and responsible enterprise that contributes meaningfully to India's industrial growth and the global sustainability agenda. Together, we will ensure that SSMI-AD stands as a symbol of both excellence and accountability.

Karthik Sabanayagam
Managing Director
Sree Sumangala Metals And Industries (P) Ltd





Sree Sumangala Metals & Industries (P) LTD



SREE SUMANGALA METALS AND INDUSTRIES (P) LTD (SSMI- AD) is based in Chennai, India. It has four main verticals – aluminium alloy manufacturing, metal recycling, auto component manufacturing and sheet metal components. The company has been in the metal business since 1985 and has a strong, extremely experienced team of 750+ employees contributing to a turnover of USD\$110MM. It is an ISO 9001/2015 certified company and is a primary OEM supplier to several global companies. It also has other group companies that include contract manufacturing, radiator recycling, trading, and auto shredding. The group companies have a separate turnover of USD \$25MM with over 900 employees.



With over 40 years of unparalleled expertise, Sree Sumangala Metals & Industries has established itself as a stalwart in metal manufacturing and recycling.

- Over 40 years of expertise in metal manufacturing and recycling
- Headquartered in Chennai, Tamil Nadu, with key operations in Gummidipoondi.



Aluminium Division

- ❖ SSMI - AD – Aluminum division, was incorporated in the year 2009. This division, manufactures Aluminum Ingots & Aluminum Liquid metal transfer.
- ❖ The manufacturing facility is located in an SIPCOT industrial area – Gummidipoondi ,Tamilnadu, India.
- ❖ This division has got the latest furnace & TRF & Advanced Quality lab to produce various grades as per customer requirement.
- ❖ Total employee strength 400 & Plant Built up area 61000 sq.ft.
- ❖ Our Annual production capacity is 36000 MT & By 2025-26 further Enhancement of the same planned

Our Customers



Our Suppliers



onesteel



TATA STEEL

Schnitzer 



posco

TSR
THE METAL COMPANY



Rotary Furnace

MELT HEAVY ALUMINIUM SCRAPS THROUGH DIRECT MELTING



Skeleton Holding/Melting Furnace



TRF – Tilting Rotary Furnace – Introduced Dec. 2024



Features :

Capacity : 8 Tons per feed

Optimum No. of feed : 4

Yearly capacity 9900 MT. Per Annum

Temperature : 700- 750 ° C

Melting rate : 2.5 to 3 MT.

Type of Burner : 8B



Liquid metal furnace and transfer facility – Introduced Dec. 2024



Features :

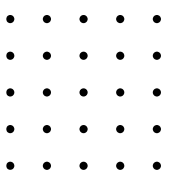
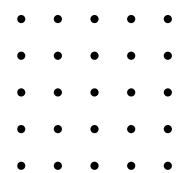
Capacity : 8 Tons per feed

Transfer Ladle : 4 Nos(1Ton –Each)

Yearly capacity 9900 MT. Per Annum

Temperature : 700- 750 ° C

Type of Burner : 8A & 8B





Quality Equipments

We are using state of art and advanced Testing Equipments for ascertaining chemical composition of our Alloys. We have recently inherited Sepctro LAB for our testing processes.

Spectro LAB Machine – M12



Spectro Machine – MAXx





Aluminium Alloy Division



SSMI - AD is one of the largest producers of primary aluminium alloys in South India with an annual capacity of 40,000MT. SSMI- AD caters to larger OEM's tier 1 companies and exports to leading aluminium manufacturers in China, Japan and Korea. This division produces more than 25 varieties of aluminium alloys. The facilities are established for cold refining, hot refining, degassing, filtration, inclusion correction amongst others to ensure high standards for the quality of the products. The facility includes furnaces such as hydraulic tilting skelnor, rotary, and a tilting crucible furnace. The Spectrolab M12 is utilized to further ensure quality and accurate specifications of the products. The manufacturing facility is located in Gummidipoondi, Tamil Nadu.

Metal Recycling Division

SSMI- AD has expanded into processing and recycling of copper, aluminium, and mild steel scrap. The metal recycling division produces copper, aluminium, and mild steel scrap from electric motors, cables etc. and also produces high purity copper ingots for export. The manufacturing facility is located in Athipedu, Tamilnadu.





Quality & Safety Culture – Morale & Motivation

Nov.2024 Quality Month Celebration



SREE SUMANGALA METALS & INDUSTRIES P LTD

WORLD QUALITY MONTH

NOVEMBER 2024

★ QUALITY ★

THEME : FROM COMPLAINT TO PERFORMANCE



Cost Conscious



Doing right first time



Zero Defect



Time Saving



Higher Productivity

Marching towards excellence with
"Total Quality and Safety"

Activate
Go to Settings





Quality & Safety Culture – Morale & Motivation

Aluminum Plant : Quality month celebration Inauguration (Deep Prajwalan) -15.11.24





Introduction to Corporate Sustainability Report

At SSMI-AD, India, we are committed to shaping a future where industrial growth goes hand in hand with environmental care, social responsibility, and ethical governance. As a trusted manufacturer and supplier of non-ferrous alloy ingots, our operations play an important role in supporting industries such as automotive, construction, electrical, and renewable energy. These alloys are not only vital for modern infrastructure but are also highly recyclable, making them central to advancing a circular economy. Sustainability is at the heart of our journey. We recognize the responsibility of minimizing our environmental footprint by focusing on energy-efficient manufacturing, responsible resource utilization, and effective waste management. By adopting ESG (Environmental, Social, and Governance) principles, we ensure that our business decisions align with global sustainability goals while contributing to India's vision of greener, cleaner growth. Our people are our strength. We emphasize safe workplaces, fair practices, and continuous skill development, fostering an environment where employees feel valued and empowered. Beyond our workforce, we aim to generate positive community impact by conducting business with integrity and supporting local initiatives that promote education, livelihoods, and well-being. Strong governance practices guide our actions, ensuring accountability, transparency, and ethical conduct at every level. This report is not only a reflection of the progress we have achieved but also a roadmap for the challenges ahead and the goals we aspire to reach. Through this Sustainability Report, SSMI-AD reaffirms its commitment to delivering value responsibly—for our customers, communities, and the planet.





Organizational Details

GRI 2-1

Legal Name	: SREE SUMANGALA METALS AND INDUSTRIES (P) LTD
Nature of ownership and legal form	: SSMI-AD
Location of its headquarters	: B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi, Tiruvallur - 601201, Tamilnadu, India.
Countries of operation	: India

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





Governance



Role of the highest governance body in overseeing the management of impacts



GRI 2-12

In 2024, SSMI-AD embedded stakeholder feedback into governance and decision-making processes to strengthen our ESG strategy. The Board of Directors and senior management were regularly updated on stakeholder concerns, risks, and opportunities identified through structured engagement. This ensured that voices from employees, customers, suppliers, regulators, and local communities influenced strategic priorities. Stakeholder insights were systematically mapped against ESG risks, compliance obligations, and long-term sustainability goals. By integrating these outcomes into governance frameworks, SSMI-AD enhanced transparency, accountability, and resilience, reinforcing our commitment to responsible business conduct and aligning operations with stakeholder expectations and international sustainability standards.



SSMI-AD's certification to **ISO 10441:2015** and **ISO 45001:2018** underscores our commitment to governance excellence and regulatory compliance. These certifications validate the effectiveness of our management systems in meeting international standards for operational safety, risk management, and continual improvement. The Board and senior leadership ensure oversight of compliance processes, linking certifications to our ESG strategy and corporate governance framework. Regular audits, performance monitoring, and transparent reporting mechanisms have been established to maintain these standards. Achieving and upholding ISO certifications enhances our accountability, ensures operational integrity, and reinforces our reputation as a responsible, well-governed manufacturer in the non-ferrous alloys industry.

The materiality assessment conducted by SSMI-AD in 2024 also provided a strong foundation for governance integration. Identified material topics were aligned with our ESG framework and incorporated into decision-making processes at the Board and senior management levels. KPIs were defined to ensure clear monitoring of progress across compliance, risk management, ethical business conduct, and stakeholder engagement. These indicators include adherence to legal requirements, governance performance reviews, and sustainability reporting accuracy. By adopting measurable governance KPIs, SSMI-AD promotes transparency, strengthens oversight, and ensures accountability, thereby reinforcing stakeholder trust and demonstrating our commitment to sustainable, responsible, and well-governed business practices.



Ratios of standard entry-level wage by gender compared to local minimum wage

GRI 202-1

SSMI- AD in India evaluates the ratio of the annual total compensation of the highest-paid employee to the median compensation of all employees. This metric ensures transparency, equity, and fairness in remuneration practices. By maintaining competitive yet balanced compensation structures, we promote employee satisfaction, retain talent, and uphold responsible corporate governance. These measures demonstrate our ESG commitment to equitable workplace practices and financial transparency.





Approach to stakeholder engagement

GRI 2-29

In 2024, SSMI-AD actively engaged with a wide range of stakeholders including employees, customers, suppliers, local communities, and regulatory authorities. Engagement methods such as structured meetings, surveys, and one-on-one discussions enabled us to capture valuable feedback and insights. Key material issues identified included product quality, occupational health and safety, community development, and responsible sourcing practices. These findings are being integrated into our corporate strategy to strengthen social responsibility initiatives, improve operational practices, and ensure compliance with ESG expectations. The engagement outcomes will guide long-term value creation, helping us align business priorities with stakeholder interests and sustainable development goals.

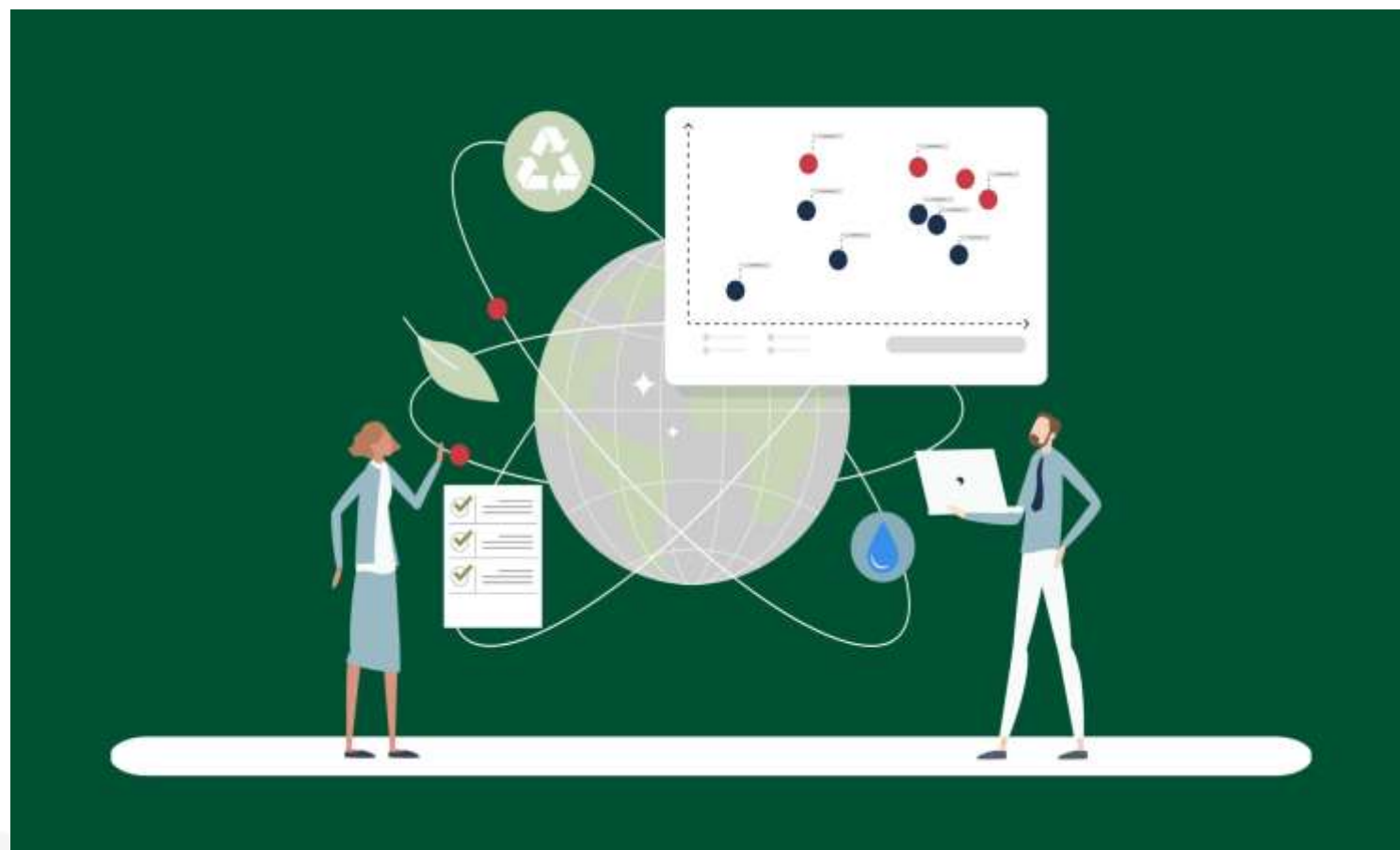




Materiality Assessment

GRI 3-1

In 2024, SSMI-AD carried out a comprehensive materiality assessment to determine the most significant social issues relevant to our stakeholders and operations. Through structured engagement with employees, customers, suppliers, and local communities, we identified key priorities such as occupational health and safety, employee welfare, skill development, community engagement, and responsible supply chain practices. To monitor progress, we established KPIs focusing on workplace safety training hours, employee development initiatives, supplier audits, and community investment programs. These KPIs allow us to measure social performance effectively, enhance accountability, and align our sustainability commitments with stakeholder expectations and long-term social value creation.





List of Material Topics

GRI 3-2

ENVIRONMENTAL TOPICS

1. Climate Change Adaptation Strategies
2. Effluents and Wastewater Discharge
3. Circular Economy Initiatives
4. Packaging and Sustainable Logistics
5. Environmental Training for Employees
6. Supplier Environmental Assessment
7. Product Lifecycle Environmental Impact
8. Emission Reduction Targets and Tracking
9. Biodiversity Impact (for facility Development/expansion)
10. Use of Renewable Energy Sources

SOCIAL TOPICS

1. Employee Retention and Turnover
2. Ethical Recruitment Practices
3. Child and Forced Labor Prevention in Supply Chain
4. Supplier Social Audits
5. Social Impact of Business Operations
6. Social Contributions and Philanthropy
7. Support for Vulnerable and Minority Groups
8. Equal Opportunity Hiring
9. Employee Health Programs (mental and physical)
10. Internal Communication and Transparency

GOVERNANCE TOPICS

1. Supplier Code of Conduct
2. Tax Transparency and Fair Practices
3. Executive Compensation and ESG Linkage
4. Board Diversity and Inclusion
5. Intellectual Property Protection
6. Internal Audit and Assurance Functions
7. ESG Reporting Standards Adoption Ethics
Training for Employees and Leadership
8. Decision-Making Accountability Framework
9. Stakeholder Engagement in Governance



Internal audits evaluate compensation structures to identify wage disparities based on gender, role, or other factors. Findings inform corrective measures to ensure fair and equitable remuneration. Audits also assess adherence to legal requirements and alignment with market standards. The process supports pay transparency, reduces bias, and promotes equal opportunities for career advancement. Regular monitoring ensures progress toward closing any identified pay gaps and enhances employee satisfaction, retention, and fairness across all organizational levels.

GRI 202

Audits verify that all employees receive compensation aligned with legal requirements and living wage standards. Reviews assess payroll records, benefits, and adherence to minimum wage laws. Findings support fair remuneration practices, improve employee financial security, and ensure compliance with labor regulations. Corrective actions are implemented when discrepancies are identified. These audits demonstrate SSMI-AD's commitment to ethical compensation, employee welfare, and equitable treatment across all job roles.





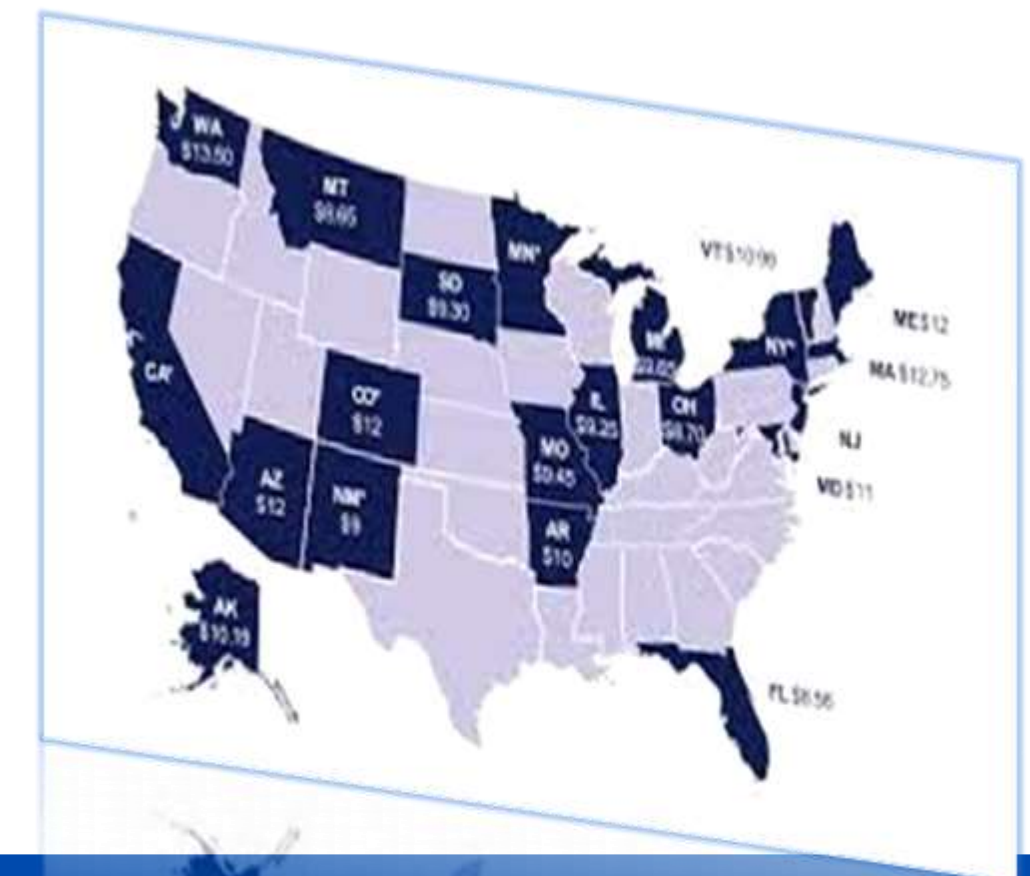
GRI 202-1

Equitable Wage Practices

SSMI- AD in India ensures fair and equitable compensation by assessing the percentage of direct employees covered by living wage benchmarking analyses. This approach evaluates pay against local living standards to promote financial well-being and social equity 100%. Regular reviews and adjustments align wages with best practices, demonstrating our commitment to responsible labor policies, employee satisfaction, and ESG principles. These measures reinforce sustainable workforce management and ethical business practices.

SSMI- AD in India monitors the proportion of direct employees earning below the living wage to ensure fair and responsible compensation 0%. Regular assessments and benchmarking against local standards help identify gaps and guide corrective actions. By addressing wage disparities and promoting equitable pay, the company reinforces its ESG commitment to workforce well-being, social responsibility, and sustainable labor practices across all operations

SSMI- AD I in India assesses the percentage of all employees, including direct staff and non-employee workers, earning below the living wage 0%. Regular benchmarking against local standards identifies gaps, guiding corrective measures to ensure equitable compensation. This proactive approach promotes financial well-being, social responsibility, and ethical labor practices. By addressing pay disparities across the workforce, SSMI- AD reinforces its ESG commitment to fair remuneration and sustainable employment practices





Proportion of senior management hired from the local community

GRI 202-2

SSMI- AD in India monitors the average wage gap for direct employees earning below the living wage benchmark. Regular assessments identify discrepancies between actual pay and benchmark standards, enabling corrective actions and adjustments to promote equitable compensation. These efforts ensure fair remuneration, enhance employee well-being, and reinforce responsible labor practices. This initiative reflects SSMI- AD ESG commitment to social equity and sustainable workforce management





Anti-Corruption

GRI 205

SSMI-AD audits assessed compliance with anti-corruption policies, focusing on prevention of bribery, fraud, and unethical behavior. The reviews ensured employees adhered to legal requirements, corporate governance standards, and ethical practices. Findings led to targeted training, policy reinforcement, and process improvements to maintain high integrity levels across operations. Monitoring also extends to suppliers and contractors to ensure compliance with anti-corruption measures. These audits demonstrate the company's commitment to transparency, responsible business conduct, and ethical decision-making in all operational areas





Communication and training about anti-corruption policies and procedures

GRI 205-2

In 2024, 100% of employees successfully completed structured training on business ethics, compliance, and responsible practices. The program covered anti-corruption measures, fair competition, responsible decision-making, and adherence to both internal policies and external regulations. Training modules included real-world case studies and interactive sessions to strengthen employees' ability to identify ethical risks and act with integrity. By embedding business ethics into daily operations, SSMI-AD fosters a culture of accountability and transparency. This initiative supports long-term trust with stakeholders and strengthens compliance with international governance standards.

SSMI-AD also prioritized governance-focused training to strengthen ethical, responsible, and transparent business practices. Training programs covered anti-corruption, bribery prevention, business ethics, and information security, with measurable participation across the workforce. Buyers and procurement teams received specialized training on social and environmental issues within the supply chain, while suppliers were supported through capacity-building programs addressing sustainability risks, human rights, and responsible sourcing. Additional actions were taken to prevent workplace harassment and ensure non-discrimination in career development and promotions. These efforts enhanced governance integrity, built resilient supply chains, and reinforced compliance with international sustainability and ethical business standards.





In 2024, all SSMI-AD employees underwent mandatory training on anti-corruption laws, bribery prevention, and compliance with internal codes of conduct. Training included case-based sessions to illustrate real-world ethical risks, enabling employees to recognize, report, and prevent unethical practices. These programs reinforced a culture of integrity, transparency, and accountability across operations, ensuring adherence to legal requirements and corporate governance standards. Continuous monitoring ensures effectiveness and updates training as needed.



Employees participated in mandatory training on anti-corruption laws, bribery prevention, and adherence to internal codes of conduct. The program included case-based sessions that highlighted real-world scenarios, enabling participants to recognize and respond effectively to ethical risks. Interactive modules reinforced the importance of transparency, accountability, and integrity across all business operations. Regular assessments and refresher courses ensured sustained awareness and understanding of compliance requirements. By embedding anti-corruption practices into daily workflows, the company strengthens its ESG commitment to ethical conduct, mitigates legal and reputational risks, and fosters a culture of honesty and responsible decision-making throughout the organization.

SSMI- AD in India ensures that all employees undergo structured training programs on business ethics, compliance, anti-corruption, and responsible practices. The company monitors and tracks the percentage of employees completing these programs each year, promoting consistent ethical decision-making, integrity, and transparency across operations. Regular updates, refresher courses, and assessments strengthen awareness and reinforce adherence to corporate values. By embedding these initiatives into organizational practices, SSMI- AD demonstrates its ESG commitment to ethical conduct, accountability, and cultivating a responsible, integrity-driven corporate culture that aligns with regulatory requirements and stakeholder expectations.



Anti-Corruption Measures

GRI 205-3

SSMI- AD in India upholds a zero-tolerance policy toward corruption, 0 bribery, and unethical practices across all operations. All reported concerns are thoroughly investigated, and confirmed incidents are addressed through corrective actions, disciplinary measures, and improvements to internal processes. Regular training programs ensure employees understand anti-corruption policies, recognize potential risks, and act in accordance with ethical standards. By combining proactive education, monitoring, and enforcement, SSMI- AD reinforces accountability, transparency, and integrity. These measures demonstrate the company's ESG commitment to ethical business conduct, risk mitigation, and fostering a culture of honesty and responsibility throughout the organization and its value chain.



Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

0.6- Ratio



Number of Direct Employees Receiving a Living Wage/Total Number of Direct Employees

Percentage-100



Number of Direct Employees Paid Below Living Wage/Total Number of Direct Employees

Percentage-0



Number of Employees Paid Below Living Wage/Total Number of All Employees

Percentage-0



Percentage of employees trained on business ethics

percentage- 100



Number of Incidents of confirmed corruption cases

count-0



ENVIRONMENT



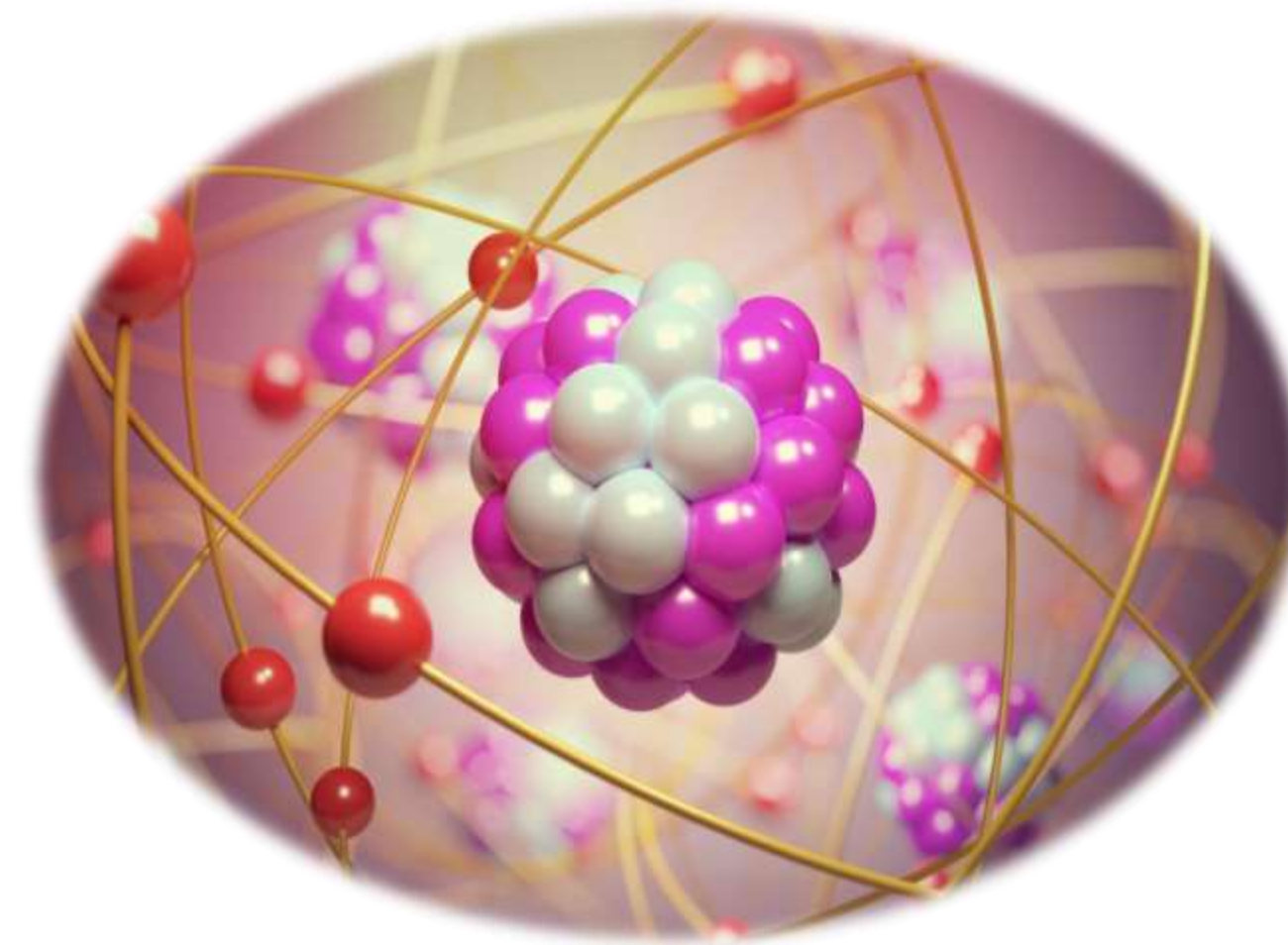


GRI 301-1

Materials used by weight or volume

In 2024, SSMI-AD transitioned to biodegradable and eco-friendly materials in our manufacturing and packaging processes. This initiative reduces environmental impact, minimizes non-degradable waste, and supports circular economy principles. Material selection is guided by sustainability criteria, ensuring that all inputs are safe for disposal or composting. Documentation and supplier verification confirm compliance with eco-friendly standards. This action demonstrates the company's commitment to environmental stewardship, responsible resource use, and reducing the ecological footprint of operations while promoting sustainable practices across the supply chain.

SSMI- AD in India responsibly manages materials and chemicals used in manufacturing non-ferrous alloy ingots to minimize environmental impact. Raw materials are sourced sustainably, hazardous and non-hazardous wastes are monitored, and recycling and recovery initiatives are prioritized. Safe handling and disposal protocols ensure compliance with regulations. These practices reflect our ESG commitment to resource efficiency, pollution prevention, and sustainable industrial operations.





Energy

GRI 302

In 2024, SSMI-AD conducted internal audits across all operations to monitor energy consumption. These audits evaluated energy efficiency, identified opportunities for optimization, and ensured compliance with the company's energy management policies. Findings guided initiatives to reduce operational costs and minimize greenhouse gas emissions. Continuous monitoring supports the transition to sustainable energy use, including renewable sources where feasible. Documentation from these audits provides transparency and evidence of progress toward energy efficiency goals.





Energy consumption within the organization

GRI 302-1

In 2024, SSMI-AD advanced its renewable energy initiatives by generating electricity on-site through solar panels and procuring power from approved renewable energy suppliers. These actions reduced dependence on fossil fuels and contributed to lowering our carbon footprint. Evidence includes utility bills, purchase agreements, and on-site generation records, confirming the share of renewable energy in total consumption. In 2024, renewable sources accounted for our electricity usage. This initiative supports energy efficiency and sustainability goals.

In 2024, SSMI-AD sourced energy from renewable sources, including on-site solar panels and electricity purchased through approved renewable energy contracts. The company generated 450 MWh of renewable energy on-site and procured an additional 300 MWh via contracts, accounting for 60% of total energy consumption. Evidence includes utility bills, supplier agreements, and on-site generation records. Renewable sources utilized include solar, wind, and biomass. These initiatives reduce reliance on fossil fuels, lower greenhouse gas emissions, and support sustainable operations. Energy metrics are tracked to inform ongoing energy management and efficiency improvements.

SSMI-AD prioritizes sustainable energy management and GHG reduction across all operations, including production and transportation. The company aims to lower direct (Scope 1) and indirect (Scope 2) emissions from CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆ through energy efficiency measures, renewable energy adoption, and process optimization. Our objectives include implementing innovative energy-saving technologies, monitoring emissions systematically, and setting measurable reduction targets. These efforts demonstrate our commitment to mitigating climate impact, promoting environmental responsibility, and contributing to global sustainability goals while ensuring operational efficiency.





GRI 302-2 **Energy consumption outside of the organization**

SSMI- AD in India emphasizes renewable energy consumption to power manufacturing processes and reduce reliance on fossil fuels. By integrating solar and other clean energy sources, we minimize GHG emissions and contribute to a sustainable energy transition. Continuous monitoring ensures efficiency, while renewable adoption supports long-term environmental stewardship and aligns with national and global sustainability goals. These initiatives strengthen our ESG integration and climate responsibility.





GRI 302-5

Product use

SSMI-AD conducted structured training sessions to build employee awareness on energy efficiency, climate change, and emission reduction. Practical guidance was provided on adopting eco-friendly work practices, optimizing machinery use, and minimizing resource wastage. Employees were encouraged to suggest ideas for reducing energy footprints in operations. These efforts contribute to lower environmental impacts while strengthening sustainability culture across teams.



GRI 303

Water and Effluents

Audits reviewed water consumption, efficiency measures, and compliance with local regulations. Monitoring included usage patterns, waste water management, and opportunities for reduction or reuse. Findings informed process improvements, efficiency projects, and awareness programs for employees. These audits help conserve water resources, reduce environmental impact, and ensure sustainable operations. Documentation provides transparency and supports reporting on water management performance, demonstrating the company's commitment to environmental stewardship and responsible resource use.





Water withdrawal by source

GRI : 303

SSMI- AD in India monitors and manages water usage across all manufacturing processes to ensure sustainable consumption. Initiatives include reducing freshwater use, recycling and reusing process water, and minimizing wastewater discharge. Regular audits and efficient water management practices help conserve this vital resource while maintaining operational effectiveness. These measures highlight our ESG commitment to responsible water stewardship, resource efficiency, and environmental sustainability





Water Discharge

GRI : 303-3

In 2024, SSMI-AD conducted regular environmental monitoring to ensure compliance with legal and sustainability standards. This included wastewater testing, noise level assessments, and air pollution measurements across all operational areas. The tests helped identify areas for improvement, guided corrective actions, and ensured that emissions and effluents remained within regulatory limits. Monitoring results are documented and reviewed periodically to support continuous environmental performance improvement. These initiatives demonstrate the company's commitment to responsible operations, pollution prevention, and safeguarding the health and well-being of employees and surrounding communities.



Water consumption

GRI : 303-5

SSMI- AD in India actively recycles and reuses water within its manufacturing processes to reduce freshwater dependency and conserve natural resources. Advanced treatment systems and closed-loop practices enable significant recovery of process water, minimizing wastage. Continuous monitoring ensures efficiency, while employee awareness programs strengthen conservation culture. These measures align with our ESG commitment to sustainable water management and contribute to long-term environmental resilience.

SSMI- AD in India actively monitors total water consumption across all manufacturing operations to promote sustainable resource use. Water is primarily employed in cooling and production processes, with ongoing initiatives focused on reducing dependency through recycling, reuse, and efficiency improvements. Regular audits and monitoring of consumption patterns help identify conservation opportunities and potential areas for optimization, minimizing environmental impact. These measures reinforce the company's commitment to responsible water management, operational sustainability, and ESG principles. By integrating conservation practices into daily operations, SSMI- AD ensures efficient resource utilization while supporting long-term environmental stewardship and sustainable industrial practices.





Significant impacts of activities, products, and services on biodiversity

GRI 304-1

SSMI- AD in India is committed to protecting biodiversity around its operational sites. We assess and manage potential impacts on local ecosystems, including flora, fauna, and natural habitats, and implement measures to prevent degradation. Initiatives include habitat preservation, responsible land use, and collaboration with local communities for conservation. These efforts reinforce our ESG commitment to environmental stewardship, ensuring that industrial operations coexist

SSMI- AD in India is committed to protecting biodiversity around its operational sites. We assess and manage potential impacts on local ecosystems, including flora, fauna, and natural habitats, and implement measures to prevent degradation. Initiatives include habitat preservation, responsible land use, and collaboration with local communities for conservation. These efforts reinforce our ESG commitment to environmental stewardship, ensuring that industrial operations coexist sustainably with nature.





Direct Carbon Footprint

GRI 305-1

In FY 2024–25, SSMI- AD reported total gross Scope 1 GHG emissions of **8,433** metric tons CO₂e, primarily from fuel consumption in production processes. To reduce our carbon footprint, we are adopting cleaner fuels, energy-efficient melting technologies, and continuous monitoring of emission sources. These initiatives reflect our commitment to climate responsibility and alignment with international sustainability frameworks.



Energy Indirect GHG Emissions

GRI 305-2

SSMI- AD India, actively monitors and reports Scope 2 greenhouse gas emissions from purchased electricity. In FY2024–25, total gross Scope 2 emissions amounted to **2102 metric tons of CO₂e**. Energy efficiency programs and sourcing cleaner electricity contribute to emission reduction. This disclosure reflects our commitment to transparent climate action, aligning with our ESG strategy to minimize environmental impact and support a sustainable future.

SSMI- AD in India monitors and reports total energy consumption across manufacturing operations, including electricity, fuel, and other energy sources. We prioritize efficient technologies, optimize production processes, and promote renewable energy integration to reduce dependence on non-renewable sources. Regular audits and conservation initiatives help minimize energy intensity and associated emissions. This commitment ensures sustainable resource use, cost efficiency, and alignment with global climate goals.



Other indirect (Scope 3) GHG emissions

GRI 305-3

SSMI- AD in India measures and discloses total gross Scope 3 GHG emissions, covering indirect impacts from raw material sourcing, logistics, business travel, and product use. We work with suppliers to promote low-carbon practices, enhance efficiency, and encourage circularity in alloy production. Continuous monitoring ensures alignment with global climate goals and accountability across our value chain. These efforts reflect our commitment to sustainable growth and reduced environmental footprint.

SSMI- AD in India evaluates total gross Scope 3 downstream GHG emissions linked to product distribution, customer use, and end-of-life treatment of non-ferrous alloy ingots. By promoting recyclability and supporting low-carbon applications, we help reduce climate impact beyond our operations. Engaging with customers on sustainable practices ensures shared responsibility and alignment with emission reduction targets. This approach strengthens our commitment to responsible growth and environmental stewardship.

SSMI- AD in India tracks total gross Scope 3 upstream GHG emissions arising from purchased raw materials, transportation, and supplier activities in the alloy value chain. We collaborate with suppliers to adopt low-carbon inputs, optimize logistics, and integrate energy-efficient practices. By addressing upstream impacts, SSMI- AD strengthens accountability and supports climate resilience across supply networks, reinforcing our ESG commitment to reducing indirect emissions.





Reduction of GHG emissions

GRI 305-5

In 2024, SSMI-AD purchased **carbon credits** to offset greenhouse gas (GHG) emissions generated from company operations and transport. This initiative complements our energy efficiency measures and renewable energy adoption, contributing to the reduction of our overall carbon footprint. Purchased carbon credits are verified and certified by recognized standards, ensuring that emissions reductions are real, measurable, and additional. This step demonstrates the company's commitment to climate action, responsible business practices, and alignment with global sustainability goals.





Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

GRI 305-7

SSMI- AD in India monitors the total weight of air pollutants emitted from manufacturing processes, focusing on particulate matter, NOx, SOx, and other significant emissions. Advanced control systems and cleaner technologies are deployed to minimize release levels, ensuring compliance with environmental standards. Regular monitoring, reporting, and process optimization reduce air quality impacts. These initiatives reinforce our ESG commitment to responsible operations and environmental protection.

SSMI- AD in India actively monitors and manages air emissions from its manufacturing operations, including particulate matter, NOx, SOx, and other significant pollutants. Advanced emission control technologies, process optimization, and regular compliance audits help reduce atmospheric impact. Continuous improvement initiatives and employee awareness programs ensure adherence to environmental standards. These measures demonstrate our ESG commitment to air quality protection, regulatory compliance, and sustainable industrial practices





Management of significant waste-related impacts

GRI 306-2

Employees were trained on effective waste segregation, recycling, and disposal practices aligned with regulatory standards. Sessions focused on reducing single-use materials, reusing resources, and minimizing landfill impact. Visual guidance and bin-color coding systems were introduced at facilities to aid consistent implementation. Employee involvement in waste management improved operational efficiency while supporting the company's circular economy objectives.

In 2024, SSMI-AD implemented strict procedures for labeling, sorting, and handling hazardous wastes generated during operations. All hazardous materials were segregated, stored safely, and disposed of following regulatory guidelines and environmental standards. Employees received training on proper handling and safety precautions. Documentation of waste streams and disposal records ensures traceability and compliance. This initiative minimizes environmental impact, protects employee health, and demonstrates the company's commitment to responsible waste management.



Waste generated

GRI 306-3

SSMI- AD in India tracks and reports the total weight of hazardous waste generated from alloy manufacturing processes. Strict handling, storage, and disposal measures are followed to ensure compliance with environmental regulations. Hazardous materials are minimized through process optimization, and safe disposal methods are implemented via authorized vendors. These practices reflect our ESG commitment to pollution prevention, worker safety, and sustainable waste management.

SSMI- AD in India measures and manages the total weight of non-hazardous waste generated from production processes, including scrap metals, packaging, and process residues. Recycling and reuse initiatives are prioritized to divert waste from landfills and promote circular resource use. Continuous monitoring and segregation practices enhance efficiency and compliance with environmental standards. These actions highlight our ESG commitment to responsible waste management and sustainable industrial practices.





Operations development programs

GRI 306-4

SSMI- AD in India actively engages in environmental services and advocacy to promote sustainable practices across the industry and local communities. Key initiatives include supporting metal recycling programs, participating in climate action forums, and collaborating with stakeholders on projects focused on resource efficiency and emission reduction. These efforts strengthen environmental awareness, encourage collective responsibility, and demonstrate leadership in sustainability. By integrating advocacy with action, SSMI- AD reinforces its ESG commitment to ecosystem preservation, responsible resource use, and fostering sustainable industrial development that benefits both society and the environment..





Supplier Environmental Assessment

GRI 308-1

In 2024, 85% of procurement staff successfully completed training on sustainable procurement practices. The program emphasized integrating ethical, environmental, and social considerations into supplier selection, contract management, and purchasing decisions. Employees were trained to evaluate suppliers not only on cost and quality but also on their compliance with human rights, environmental stewardship, and fair labor practices. By equipping buyers with this knowledge, SSMI-AD promotes transparency and accountability across its supply chain. This initiative strengthens long-term supplier relationships while reducing sustainability risks and ensuring alignment with global standards.



Supplier workshops were organized to build awareness and capacity on critical sustainability topics, including human rights, environmental management, and anti-corruption practices. The sessions emphasized shared responsibility in advancing sustainability goals across the value chain. Suppliers were equipped with practical tools and knowledge to identify risks, strengthen compliance, and adopt ethical and environmentally responsible practices in their operations. By fostering collaboration and accountability, the program reinforced SSMI- AD ESG commitment to responsible sourcing, ethical partnerships, and sustainable business growth, ensuring that suppliers contribute positively to social, environmental, and governance outcomes.



**GRI
301-1**

Materials, Chemicals, and Waste
(Waste to landfill)
Liters-12865.59

**GRI
302-1**

Total Energy Consumption
(Total Energy Consumption)
kWh-2363040

**GRI
302-1**

Energy Consumption and GHGs
(Total Energy Consumption & GHGs)
Kwh-2363040

**GRI
302-2**

Total Renewable Energy Consumption
(Total renewable energy consumption)
kWh-0

**GRI
303**

Water
(Reduce the Water Pollution)
Cubic Metres-2331.27

**GRI
304-1**

Biodiversity
(Percentage of Green Landscape)
25%



**GRI
303-5**

Total Water Consumption
(Total Water Consumption)
KL-16425

**GRI
303-5**

Total Amount of Water Recycled and Reused
(Total amount of water recycled and reused)
Liters-4106.25

**GRI
305-1**

Total gross Scope 1 GHG emissions
(Reduction target for Scope 1 emissions)
MTCO2e-8433

**GRI
305-2**

Total gross Scope 2 GHG emissions
(Reduction target for Scope 2 emissions)
MTCO2e-2102

**GRI
305-3**

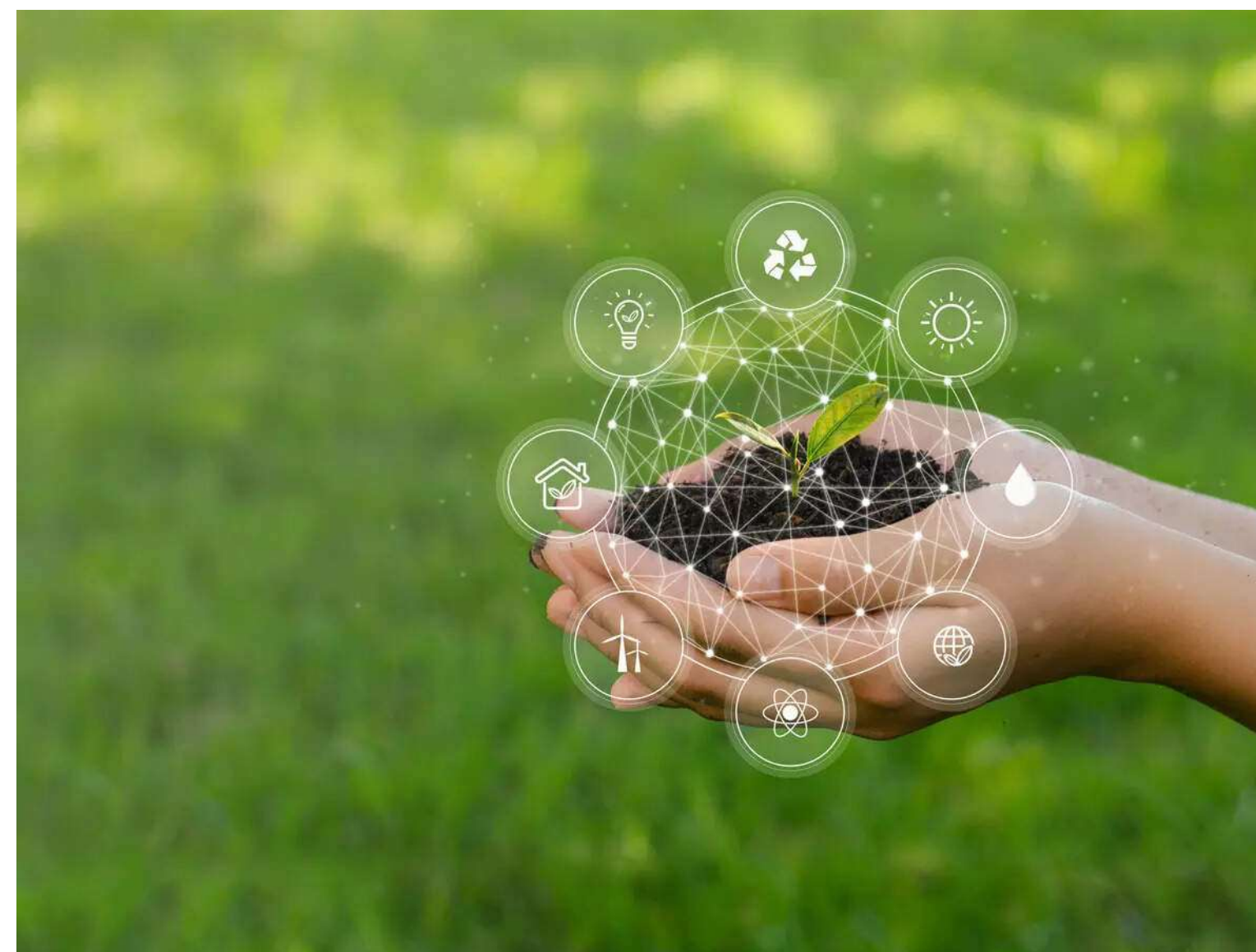
Total gross Scope 3 GHG emissions
(Reduction target for Scope 3 emissions)
MTCO2e- 91722.47

**GRI
305-3**

Total Gross Scope 3 Downstream GHG Emissions
(Reduction target for Scope 3 Downstream emissions)
MTCO2e-91716



- GRI 305-3** Total gross Scope 3 Upstream GHG emissions
(Total gross Scope 3 Upstream GHG emissions)
MTCO₂e-6.47
- GRI 305-7** Total Weight of Air Pollutants
(Total weight of air pollutants)
Metric Tons-1.42
- GRI 306-3** Total Weight of Hazardous Waste
(Reduce the weight of hazardous waste in kgs)
Kgs-1117.89
- GRI 306-3** Total Weight of Non-Hazardous Waste
(Reduce the weight of non-hazardous waste in kgs)
Kgs-5882
- GRI 306-4** Total Weight of Waste Recovered
(Increase the Total weight of waste recovered)
kgs-2714.23
- GRI 305-7** Air Pollution
(Air Quality Index)
Index-32
- GRI 307** Environmental Services and Advocacy
(Number of Activities in Eco Stewardship Network)
Count-0



SOCIAL





GRI 401

Employment

Internal audits reviewed promotion and career advancement processes to ensure fairness, transparency, and merit-based decisions. Audits evaluated equal opportunity practices, assessed potential bias, and identified areas for improvement in career management. Findings informed policy enhancements and training programs to promote equity across departments. The audits ensure that all employees have access to growth opportunities regardless of gender, background, or role. This strengthens employee engagement, retention, and satisfaction, aligning organizational practices with diversity and inclusion objectives.

Internal audits ensure compliance with legal requirements and company standards regarding working hours, overtime, and rest periods. Audit reviews include shift scheduling, attendance records, and fair treatment of employees. Findings guide policy adjustments, staff awareness, and operational planning to prevent overwork and maintain employee well-being. These audits promote a healthy work-life balance, support labor law compliance, and reinforce fair employment practices across all operations

SSMI-AD conducts internal audits to ensure recruitment processes are fair, transparent, and non-discriminatory. The audits reviewed job postings, candidate selection, and interview procedures to confirm compliance with labor laws and equal opportunity standards. Findings guide policy improvements, recruitment training, and monitoring mechanisms. These audits support merit-based hiring, prevent bias, and promote diversity in the workforce. They also ensure that recruitment practices are ethical, consistent, and aligned with ESG objectives.





Working Hours Compliance and Employee Well-being

GRI 401-2

Flexible working options, including adjusted schedules and remote work, were offered to enhance employee productivity and morale. These arrangements supported work-life balance, reduced commuting stress, and created a more adaptable workforce. Such flexibility encourages inclusiveness by catering to diverse employee needs while contributing to employee satisfaction and retention.

Additional steps were taken to ensure safe and favorable working conditions, including provision of wellness facilities, enhanced amenities, and support programs. Employees were encouraged to voice workplace concerns, and feedback mechanisms guided further improvements. These actions strengthened employee satisfaction, productivity, and alignment with international standards of fair employment.

SSMI- AD in India ensures safe, fair, and equitable working conditions for all employees. Policies cover workplace safety, reasonable working hours, fair wages, and access to grievance mechanisms. Regular audits and employee feedback promote compliance with labor laws and continuous improvement. These practices support a respectful and inclusive workplace, demonstrating SSMI- AD ESG commitment to employee well-being, ethical labor practices, and sustainable workforce management.





Employee benefits & promotion fairness

GRI 401-3

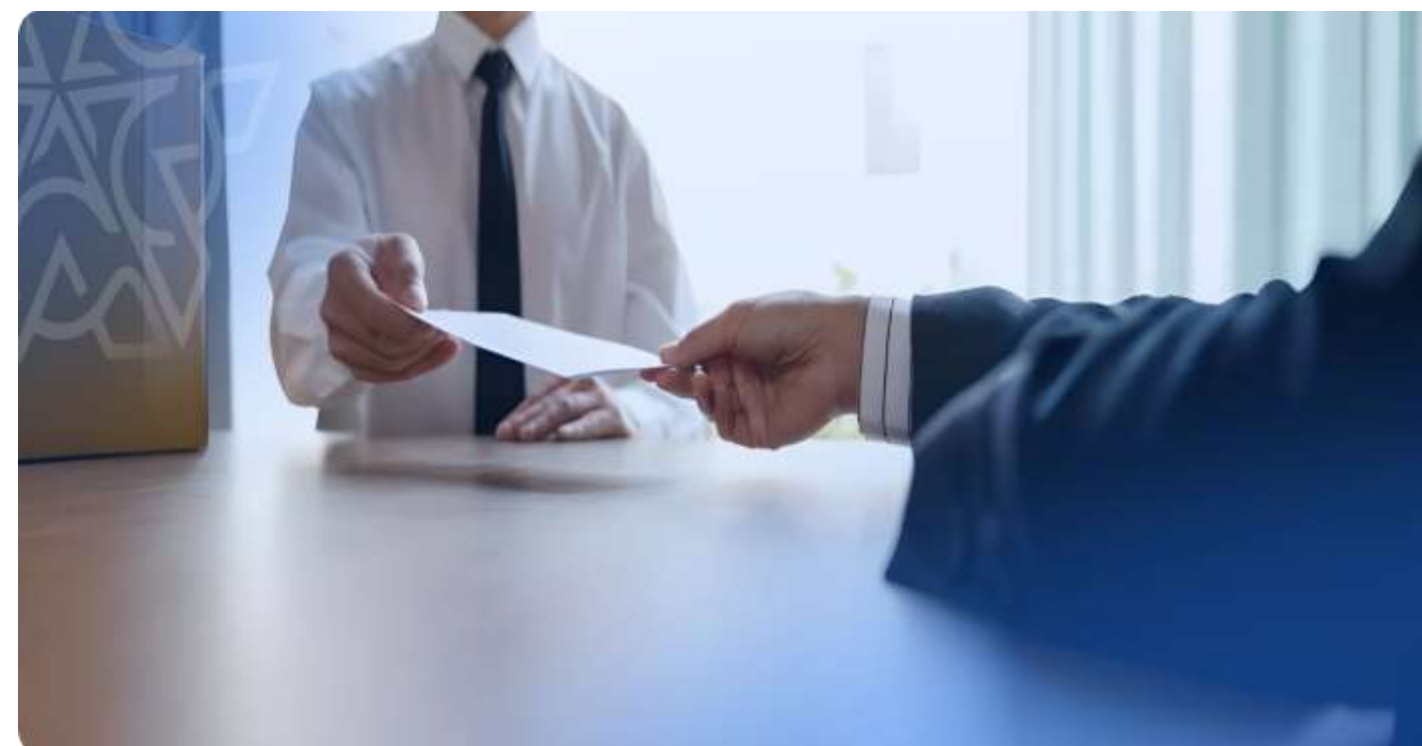
The company advanced employee well-being by offering family-friendly initiatives such as parental leave, flexible support for caregivers, and wellness assistance. These programs were designed to promote work-life balance and reduce stress for employees managing family responsibilities. By supporting employees' personal and professional needs, SSMI-AD fosters loyalty, inclusiveness, and long-term workforce stability.

Minimum notice periods regarding operational changes

GRI 402-1

SSMI-AD engaged with employee representatives to formalize agreements on career development and training. This collaborative dialogue ensured transparency, trust, and inclusiveness in shaping workforce advancement opportunities. Agreements strengthened employee rights while aligning development programs with business needs, ensuring shared responsibility for professional growth.

SSMI- AD in India promotes open social dialogue with employees, labor representatives, and stakeholders to foster mutual understanding and collaboration. Regular consultations, feedback mechanisms, and participatory decision-making processes ensure employees' voices are heard on workplace policies, safety, and operational improvements. These initiatives strengthen trust, support fair labor practices, and enhance organizational transparency. This approach reflects SSMI- AD ESG commitment to inclusive governance, constructive stakeholder engagement, and sustainable workforce relations



Occupational health and safety management system

GRI 403-1

In 2024, SSMI-AD achieved certification for ISO 45001:2018, demonstrating our strong commitment to occupational health and safety. This globally recognized standard reflects our proactive measures to identify, control, and reduce workplace risks, while fostering a culture of safety and well-being for all employees. Continuous training, hazard assessments, and emergency preparedness programs have been implemented to safeguard workers and create safer working environments. The certification assures stakeholders of our dedication to protecting employee welfare and complying with international safety norms. It strengthens stakeholder trust and positions SSMI-AD as a responsible employer focused on sustainable, people-centered growth.

Contracted workers and non-employee personnel were included in health and safety management initiatives. Orientation programs introduced workplace safety rules, protective measures, and emergency protocols. Safety officers conducted regular monitoring to ensure compliance across the workforce. By extending its occupational safety system to third-party workers, SSMI-AD upholds responsible practices beyond direct employees, enhancing collective well-being. SSMI-AD reinforced its health and safety framework through regular medical check-ups, emergency response drills, and workplace inspections. Preventive programs and training created a proactive safety culture, reducing risks and ensuring compliance with global standards.





GRI 403-5

Occupational Health and Safety

In 2024, SSMI-AD delivered comprehensive training programs to strengthen employee welfare, workplace safety, and inclusivity. Training covered energy conservation, climate action, safe management of hazardous substances, waste reduction, occupational health and safety, and family-friendly policies. Career management, skills development, and flexible work arrangements were promoted to enhance employee growth and well-being. Programs also addressed non-discrimination, harassment prevention, and inclusion of workers with disabilities. Collective bargaining agreements supported career advancement and fair working conditions. On average, each employee received structured training hours. These initiatives reinforced a safe, inclusive, and empowering workplace aligned with international labor

To strengthen workplace safety, employees received specialized training on handling, storing, and disposing hazardous substances. The program emphasized compliance with occupational health standards, proper use of protective equipment, and emergency response protocols. Demonstrations and refresher sessions reinforced safe practices, reducing accident risks and improving employee confidence when managing sensitive materials. This initiative ensures both legal compliance and enhanced worker well-being.



Employees underwent comprehensive training on workplace risks, safe practices, and emergency preparedness. The program covered hazard identification, proper use of equipment, fire safety, and first aid. Regular drills were conducted to strengthen response capabilities. This initiative improved awareness, reduced accident frequency, and ensured compliance with occupational health standards, reinforcing the company's commitment to a safe working environment.



Work-related injuries

GRI 403-9

SSMI-AD conducted emergency mock drills to respond to heavy equipment-related incidents. Employees were trained on safe shutdown procedures, hazard identification, and rapid containment of machinery accidents. The drills focused on minimizing injury risks, ensuring proper use of safety gear, and coordinating emergency response teams. Regular evaluations of these exercises allow continuous improvement of protocols, reinforcing a culture of safety and preparedness. These initiatives help prevent workplace accidents and protect both personnel and equipment.

Emergency drills simulating workplace injuries were conducted to train employees on first aid, emergency response, and proper reporting procedures. Participants practiced rapid assessment, stabilization, and evacuation of injured personnel while coordinating with safety officers. The exercises ensure readiness for both minor and severe incidents, improve response times, and reinforce safety awareness. Findings from these drills are analyzed to enhance injury prevention strategies and emergency preparedness across all operational areas.

SSMI-AD executed fire emergency drills to prepare employees for potential fire incidents. The exercises included evacuation procedures, use of fire extinguishers, and coordination with internal fire response teams. Employees practiced safe assembly at designated points, while drills tested alarm systems and emergency communication protocols. Feedback from these exercises supports improvements in fire safety measures, ensuring compliance with legal requirements and strengthening the organization's ability to protect employees, assets, and surrounding communities from fire hazards.

SSMI- AD in India prioritizes employee health and safety across all manufacturing operations. Safety protocols, risk assessments, regular training, and emergency preparedness programs minimize workplace hazards and prevent accidents. Continuous monitoring and reporting ensure compliance with legal standards and promote a culture of safety. These initiatives reflect SSMI- AD ESG commitment to protecting employees' well-being, fostering a secure work environment, and supporting sustainable and responsible operational practices.



Mock drills for chemical spill scenarios were conducted to train employees on safe containment, cleanup procedures, and emergency response. The exercises emphasized use of protective equipment, identification of hazardous materials, and minimizing environmental and health risks. Teams practiced isolation of affected areas, notification protocols, and coordination with safety officers. These drills reinforce preparedness for chemical incidents, ensuring quick, safe, and effective responses, while promoting a culture of environmental and workplace safety compliance.

SSMI- AD in India tracks and reports work-related incidents, including injuries, fatalities, and occupational illnesses, along with associated lost workdays. Safety protocols, employee training, and regular risk assessments are implemented to minimize workplace hazards. Continuous monitoring ensures proactive intervention, promoting a safe and healthy work environment. These measures reflect our ESG commitment to employee well-being, operational safety, and sustainable labor practices.

SSMI-AD conducted drills simulating explosion hazards to prepare staff for high-risk emergencies. Employees practiced evacuation, communication, and coordination with internal safety teams to mitigate injuries and operational disruptions. The exercises emphasized hazard awareness, rapid response, and adherence to emergency protocols. Regular assessment and feedback ensure continuous improvement of safety measures, fostering preparedness, resilience, and a proactive safety culture to protect employees, assets, and the workplace environment from potential explosive incidents





Employee Injury Statistics

GRI 403-9

SSMI- AD in India monitors and reports the number of work-related accidents across all manufacturing operations. Safety measures, including regular risk assessments, employee training, and strict adherence to operational protocols, are implemented to prevent incidents. Continuous improvement initiatives and monitoring foster a culture of safety and accountability. These actions demonstrate our ESG commitment to protecting employee well-being, minimizing workplace risks, and ensuring sustainable and safe industrial practices.





Employee Training Career Development

GRI 404

SSMI-AD expanded career development initiatives through structured training, job rotation programs, and access to learning platforms. Employees were encouraged to identify personal growth goals while management provided career guidance and mentorship support. These programs enabled staff to enhance technical and leadership competencies while preparing for future roles within the company. Such measures improved retention, job satisfaction, and workforce capability.





Programs for upgrading employee skills

GRI 404-2

Targeted skills programs were implemented to upskill employees in technical, managerial, and sustainability competencies. Training modules enhanced problem-solving, leadership, and adaptation to evolving technologies. By investing in human capital, SSMI-AD ensures continuous workforce readiness, competitiveness, and resilience in an evolving business environment.

Mentoring initiatives and career guidance sessions supported employees in building individual development plans. These programs provided personalized coaching, enabling employees to identify career pathways, overcome barriers, and progress professionally. The structured approach promotes inclusiveness while enhancing workforce satisfaction and long-term retention.

Career management programs were integrated into HR processes, including structured career pathways, talent mobility, and internal job rotation. Employees gained opportunities to explore diverse roles and strengthen competencies. This approach builds workforce resilience, reduces attrition, and enhances organizational knowledge retention.



SSMI- AD in India invests in career management and training programs to enhance employee skills, professional growth, and ESG awareness. Structured learning initiatives, mentorship, and performance development plans ensure employees advance in their roles while contributing to operational excellence. Regular evaluation of training effectiveness supports continuous improvement. These measures reflect SSMI- AD ESG commitment to workforce development, knowledge empowerment, and building a sustainable, competent, and engaged workforce.





On average, employees received **22** hours of training in 2024 across technical, ethical, sustainability, and safety domains. This investment reflects the company's commitment to continuous learning and adaptability. By systematically recording and analyzing training hours, SSMI-AD ensures fair access to knowledge and development opportunities for all employees.

SSMI- AD in India provides structured training programs to enhance employee skills, safety awareness, and ESG understanding. The company tracks the average hours of training per employee annually, covering technical, operational, and compliance topics. These programs ensure continuous learning, career development, and improved operational efficiency. Regular evaluation and feedback strengthen the training framework, reflecting our ESG commitment to workforce development, knowledge empowerment, and sustainable organizational growth



SSMI- AD in India provides structured training to all buyers on sustainable procurement practices, including ethical sourcing, environmental responsibility, and social compliance. Tracking the percentage or number of trained buyers ensures that procurement decisions align with ESG principles and corporate sustainability objectives. Regular refresher programs and assessments reinforce awareness and competence. These initiatives reflect SSMI- AD commitment to responsible supply chain management, ethical purchasing, and fostering sustainability throughout supplier interactions





Diversity of governance bodies and employees

GRI 405-1

Transparent promotion systems were established with clear merit-based criteria to ensure equal opportunities for all employees, regardless of gender, age, or background. Regular reviews safeguarded fairness in professional development processes. This action reinforces diversity and inclusiveness within the organization.

The company advanced inclusiveness by improving workplace accessibility and encouraging diverse hiring. Adjustments to recruitment and infrastructure supported employees with disabilities, ensuring equal participation in the workforce. This commitment strengthens equity and social responsibility.

SSMI- AD in India promotes gender diversity by monitoring and reporting the percentage of women employed across the organization. Recruitment, retention, and development initiatives focus on creating an inclusive workplace, supporting equal opportunities, and fostering professional growth. Regular assessments ensure balanced representation across functions and levels. These actions demonstrate SSMI- AD ESG commitment to diversity, equity, and inclusion, contributing to a fair and sustainable organizational culture.





SSMI- AD in India tracks and promotes gender diversity at the top management level, aiming for equitable representation of women in leadership positions. Policies on mentorship, career development, and inclusive recruitment foster opportunities for female executives. Regular monitoring ensures progress toward balanced leadership. These initiatives demonstrate SSMI- AD ESG commitment to diversity, equality, and inclusive governance, supporting a culture of fair decision-making and sustainable organizational growth.

SSMI- AD in India monitors and promotes gender diversity within its Board of Directors, ensuring equitable representation of women in governance. Policies supporting inclusive recruitment, leadership development, and mentorship enable increased female participation at the highest decision-making level. Regular assessments track progress toward diversity targets. These initiatives demonstrate SSMI- AD ESG commitment to inclusive governance, transparency, and fostering a balanced, equitable leadership culture.

SSMI- AD in India promotes workforce diversity by tracking the percentage of employees from minority and vulnerable groups across the organization. Inclusive recruitment, equitable opportunities, and targeted development programs support representation, career growth, and workplace equity. Regular monitoring ensures progress toward diversity objectives. These initiatives reflect SSMI- AD ESG commitment to social inclusion, equal opportunity, and fostering a supportive, diverse,.

SSMI- AD in India promotes diversity and inclusion at the highest organizational level by tracking the percentage of top management employees from minority and vulnerable groups. Policies on equitable recruitment, leadership development, and mentorship support representation and career progression. Regular assessments ensure transparency and progress toward diversity goals. These initiatives reflect SSMI- AD ESG commitment to inclusive governance, equal opportunity, and sustainable leadership practices



Ratio of basic salary and remuneration of women to men

GRI 405-2

SSMI- AD in India monitors the average unadjusted gender pay gap to ensure fair and equitable remuneration across all employee levels. Regular analysis compares average salaries of men and women, identifying disparities and guiding corrective measures. Policies promoting equal opportunities, transparent compensation, and career development help reduce pay gaps. These efforts reflect SSMI- AD ESG commitment to gender equity, inclusive workplace practices, and responsible human capital management





Incidents Of Discrimination And Corrective Actions Taken

GRI 406-1

The company reinforced its commitment to equal opportunity by strengthening workplace policies on non-discrimination and harassment. Awareness programs educated employees on rights, responsibilities, and reporting procedures. A confidential grievance redressal mechanism was put in place to address issues effectively and fairly. By embedding zero tolerance for harassment, SSMI-AD promotes a safe, respectful, and inclusive work culture.

Mandatory training sessions were conducted to raise awareness about discrimination and harassment. Employees learned about workplace rights, reporting mechanisms, and fostering mutual respect. The program strengthened inclusiveness while minimizing risks of unethical behavior, thereby reinforcing a safe and respectful workplace culture.

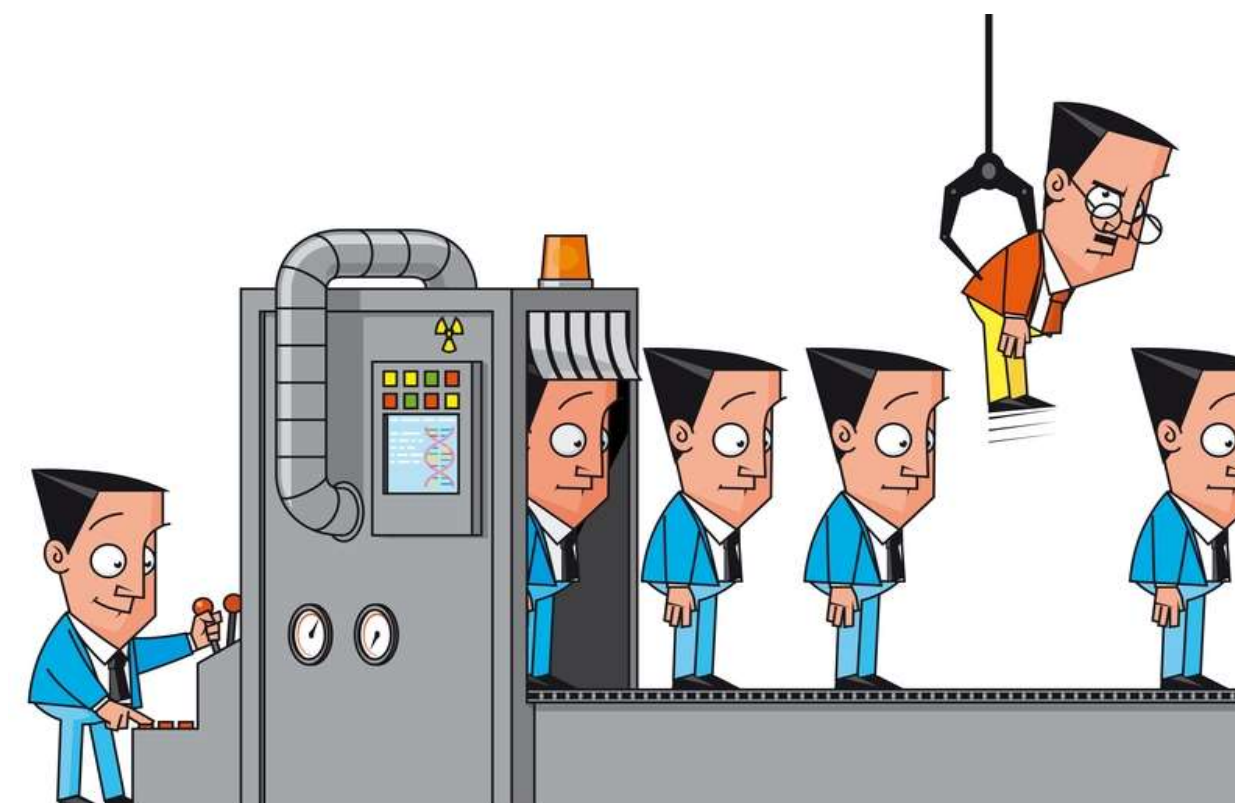
Grievance redressal mechanisms and confidential reporting channels were strengthened to address harassment concerns. Employees were assured of impartial investigations and corrective actions. These measures promote employee trust, safety, and accountability in workplace culture.





SSMI- AD in India monitors and reports the number of identified discrimination or harassment incidents and associated corrective actions. A robust grievance mechanism, regular training, and awareness programs ensure that employees can report concerns safely. Investigations are conducted promptly, and corrective measures are implemented to prevent recurrence. These practices reinforce SSMI- AD ESG commitment to fostering a respectful, inclusive, and equitable workplace culture.

SSMI- AD in India maintains a zero-tolerance policy toward discrimination and harassment in the workplace. Regular employee training, awareness programs, and accessible grievance mechanisms ensure prompt reporting and resolution of incidents. Investigations are conducted fairly, and corrective actions are implemented to prevent recurrence. These initiatives foster a respectful, inclusive, and equitable work environment, reflecting SSMI- AD ESG commitment to human rights, diversity, and ethical workplace practices





Training on Human Rights and Labor Practices

GRI 408

Internal audits ensure strict compliance with child labor policies, prohibiting employment of underage workers. Audits monitored all operations, reviewed employee records, and assessed supplier practices for child labor risks. Findings helped reinforce zero-tolerance policies and improved monitoring systems. Training programs and supplier agreements were updated to prevent potential violations. These efforts protect children's rights, maintain ethical labor standards, and ensure that the company's operations and supply chains adhere to international human rights conventions.





Operations and suppliers at significant risk for incidents of child labor

GRI 408-1

SSMI- AD I in India strictly prohibits child labor, forced labor, and any form of human trafficking across its operations and supply chain. Policies, supplier audits, and employee training ensure compliance with national and international labor standards. Robust reporting and grievance mechanisms enable timely identification and remediation of violations. These measures demonstrate SSMI- AD ESG commitment to ethical labor practices, human rights protection, and responsible supply chain management





Forced or Compulsory Labor

GRI 409

Audits verify that all employees and contracted workers are employed voluntarily, with no coercion or restrictions on movement. Processes for hiring, onboarding, and contracts were reviewed to ensure alignment with ethical labor standards. Supplier practices were also assessed for potential risks of forced labor. Findings informed policy updates, staff training, and corrective actions where required. These audits reinforce the company's commitment to human rights, ethical employment, and compliance with labor laws, preventing exploitative practices throughout operations and the supply chain.



Employee training on human rights policies or procedures

GRI 412

SSMI- AD in India is committed to respecting and promoting human rights across its value chain, extending beyond direct operations to suppliers, customers, and local communities. Robust policies, supplier assessments, and engagement initiatives help identify, mitigate, and address human rights risks effectively. Collaboration with stakeholders ensures the promotion of ethical practices, safe working conditions, and community well-being. These actions reinforce accountability, transparency, and inclusivity. By embedding human rights into business conduct, SSMI- AD demonstrates its ESG commitment to ethical supply chains, responsible operations, and creating sustainable, positive social impact.





New suppliers that were screened using social criteria

GRI 414-1

SSMI- AD in India operates a robust whistleblower system, enabling employees and stakeholders to confidentially report concerns related to ethical, legal, or compliance issues. The company systematically tracks the number and nature of reports received, ensuring timely investigation and the implementation of appropriate corrective actions. Regular awareness programs educate personnel on the reporting process, encourage transparency, and safeguard whistleblowers from retaliation. By integrating these mechanisms, SSMI- AD reinforces accountability, ethical conduct, and organizational integrity. These measures demonstrate the company's ESG commitment to fostering a culture of openness, trust, and responsible governance across all operations and stakeholder interactions.

SSMI- AD in India promotes responsible supply chain management by tracking the percentage of targeted suppliers who have signed the Supplier Code of Conduct. This code ensures adherence to ethical practices, labor standards, environmental responsibility, and anti-corruption measures. Regular engagement, audits, and training reinforce supplier compliance, fostering transparency and accountability. These initiatives reflect SSMI- AD ESG commitment to sustainable sourcing, ethical partnerships, and responsible business operations





SSMI- AD in India evaluates its supply chain through sustainability assessments covering targeted suppliers. These assessments examine environmental practices, labor standards, ethical conduct, and compliance with ESG principles. Regular monitoring, audits, and corrective actions ensure suppliers meet sustainability requirements and align with company values. Tracking the percentage or number of assessed suppliers reinforces accountability, transparency, and responsible sourcing. These measures reflect SSMI- AD ESG commitment to ethical supply chains and sustainable business operations.

SSMI- AD I in India evaluates its supply chain through sustainability assessments covering targeted suppliers. These assessments examine environmental practices, labor standards, ethical conduct, and compliance with ESG principles. Regular monitoring, audits, and corrective actions ensure suppliers meet sustainability requirements and align with company values. Tracking the percentage or number of assessed suppliers reinforces accountability, transparency, and responsible sourcing. These measures reflect SSMI- AD ESG commitment to ethical supply chains and sustainable business operations.

SSMI- AD in India conducts on-site sustainability audits of targeted suppliers to evaluate compliance with environmental, labor, and human rights standards. These audits assess operational practices, identify risks, and recommend corrective actions to ensure adherence to ESG requirements. Tracking the percentage or number of suppliers audited demonstrates accountability, transparency, and commitment to responsible sourcing. These initiatives reflect SSMI- AD ESG focus on ethical supply chains and sustainable business practices.



Negative Social Impacts In The Supply Chain And Actions Taken

GRI 414-2

Procurement teams underwent structured training on sustainable sourcing, supplier ethics, and environmental responsibilities. The sessions provided practical guidance on evaluating suppliers, identifying social and environmental risks, and integrating ethical considerations into purchasing decisions. Interactive workshops and case studies strengthened buyer awareness of supply chain vulnerabilities and promoted informed, responsible decision-making. By building internal capacity for sustainability-focused procurement, the initiative ensures that sourcing practices align with organizational values and regulatory requirements. This program reinforces accountability, minimizes environmental and social risks, and supports the adoption of responsible, transparent procurement practices across the supply chain, fostering long-term resilience and ethical business operations.

SSMI-AD communicated comprehensive guidelines and codes of conduct to all suppliers, emphasizing zero tolerance for discrimination, harassment, and unethical labor practices. Supplier audits, regular monitoring, and performance assessments ensured adherence to these standards, reinforcing accountability and transparency throughout the supply chain. Training sessions and awareness initiatives provided suppliers with practical guidance on implementing fair labor practices, fostering inclusive workplaces, and promoting respect for human rights. By embedding these principles into supplier relationships, SSMI-AD strengthened ethical compliance, mitigated social risks, and supported the creation of equitable, safe, and responsible working environments across its global supply chain network..





SSMI- AD in India ensures that all contracts with targeted suppliers include clear and explicit clauses on environmental protection, labor standards, and human rights obligations. These contractual requirements are reinforced through regular reviews, audits, and monitoring mechanisms to verify adherence and promote continuous improvement. By embedding sustainability expectations directly into supplier agreements, SSMI- AD fosters accountability, ethical conduct, and responsible practices throughout its supply chain. Tracking and reporting the percentage of compliant contracts demonstrates proactive ESG integration, enhances transparency, and underscores SSMI- AD strong commitment to sustainable sourcing, ethical partnerships, and long-term responsible business operations.





SSMI- AD in India monitors audited and assessed suppliers to ensure ESG compliance. Suppliers identified with gaps in environmental, labor, or human rights practices are engaged in corrective actions and capacity-building programs. Tracking the percentage or number of participating suppliers ensures accountability and continuous improvement in supply chain sustainability. These initiatives reflect SSMI- AD ESG commitment to responsible sourcing, ethical partnerships, and fostering sustainable operational practices.





Health and safety impacts of product and service categories

GRI 416-1

SSMI- AD in India places the highest priority on the health and safety of customers using our non-ferrous alloy ingots. Every product undergoes stringent quality inspections, compliance testing, and adherence to safe handling protocols to minimize risks during application. Comprehensive safety information, usage guidelines, and technical support are provided to customers to promote responsible and secure utilization. These measures reflect our ESG commitment to safeguarding customer well-being, ensuring product reliability, and upholding regulatory standards. By embedding safety and accountability across the value chain, SSMI- AD fosters trust, long-term partnerships, and responsible industry practices.





Customer Privacy

GRI 418

Audits of the Information Security Management System (ISMS) are conducted to assess the effectiveness of controls protecting sensitive employee, customer, and operational data from unauthorized access or breaches. These reviews cover processes, access rights, and incident response protocols to ensure robust safeguards. Findings highlight vulnerabilities and drive improvements in cybersecurity policies, technical measures, and staff training. Regular ISMS audits enhance resilience, protect critical information assets, and build stakeholder confidence. Compliance with audit requirements demonstrates SSMI-AD's strong commitment to data privacy, information security, and adherence to regulatory standards, reinforcing trust and long-term business sustainability..





GRI 418-1 **Customer privacy and losses of customer data**

Employees managing sensitive information received comprehensive training on digital security practices, emphasizing data privacy, secure password management, and phishing prevention. Interactive awareness modules and real-life scenario exercises enhanced their understanding of potential cyber threats, promoting vigilant and responsible behavior in handling confidential data. Regular updates on emerging security risks ensured employees remained informed about the latest cyberattack techniques and protection measures. These initiatives reinforced organizational commitment to safeguarding customer and company information, minimized the risk of data breaches, and fostered a culture of cybersecurity awareness across all departments, strengthening trust and operational resilience.

SSMI- AD in India actively monitors and manages information security risks to safeguard sensitive company and stakeholder data. All reported incidents are promptly investigated, and confirmed breaches are addressed through corrective actions, system upgrades, and employee awareness programs. Preventive measures, including regular audits, vulnerability assessments, and updated protocols, are implemented to minimize recurrence and strengthen defenses. These initiatives highlight SSMI- AD proactive approach to cybersecurity and reflect its ESG commitment to data privacy, operational resilience, and maintaining trust by ensuring secure, responsible, and transparent information management across the organization.





**GRI
401-2**

Working Conditions
(Employees Covered Under Health Insurance)
100 %

**GRI
402-1**

Social Dialogue
(Employees Participated in Collective
Communication Process)
Count 11

**GRI
403-9**

**Number of Days Lost to Work-Related Injuries,
Fatalities, and Ill Health**
(Number of days lost to work-related injuries,
fatalities and ill health)
Count 0

**GRI
403-9**

Number of Work-Related Accidents
(Number of work-related accidents)
Count 0

**GRI
403-9**

Employee Health and Safety
(Number of reportable incidents)
Count 0

**GRI
404-2**

Average Hours of Training per Employee
(Average Number of Hours of Training Per Employee)
Count 22

**GRI
404-2**

Career Management and Training
(employees participating in career
development programs)
100 %

**GRI
404-2**

Training on Sustainable Procurement
(buyers received education/training on sustainable
procurement)
100 %

**GRI
405-1**

Percentage of Women Employed
(Gender Diversity in the Workforce)
2%

**GRI
405-1**

Percentage of Women at Top Management Level
(Gender Diversity in the top management level)
2%



GRI
405-1

Percentage of Women on the Board
(Gender Diversity in the within the organization's board)
2 %

GRI
405-1

Percentage of Employees from Minority or Vulnerable Groups
(Diversity Representation in the Whole Organization)
6 %

GRI
405-1

Percentage of Employees from Minority or Vulnerable Groups at Top Management Level
(Diversity Representation in the top management level)
1 %

GRI
405-2

Average Unadjusted Gender Pay Gap
(Average Salary For Men - Average Salary For Women x 100)
0 %

GRI
406-1

Discrimination and Harassment
(Number of Reported Incidents)
Count 0

GRI
406-1

Discrimination and Harassment Incidents
(Reduce the Number of identified discrimination or harassment incidents or corrective actions)
Count 0

GRI
408-1

Child Labor, Forced Labor, and Human Trafficking
(Number of labour / human rights incidents)
Count 0

GRI
412

External Stakeholder Human Rights
(Number of Incidents)
Count 0

GRI
414-1

Number of Reports Related to Whistleblower Procedure
(Number of reports related to whistleblower procedure)
Count 0

GRI
414-1

Supplier Code of Conduct Compliance
(supplier signed the code of conduct)
100%



GRI
414-1

Supplier Contract Compliance on ESG Requirements
(supplier with contract that include clauses on
environmental, labor, and human rights requirements)
100%

GRI
414-1

Sustainability Assessment of Suppliers
(suppliers covered by Sustainability Assessment)
100%

GRI
414-1

Sustainability On-Site Audits of Suppliers
(suppliers covered by a Sustainability on-site audit)
100 %

GRI
414-2

Supplier Corrective Actions and Capacity Building
(number of audited/assessed suppliers engaged in corrective
actions or capacity building)
100 %

GRI
416-1

Customer Health and Safety
(reported customer health and safety incidents)
Count 0

GRI
418-1

Number of Confirmed Information Security Incidents
(confirmed information security 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 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 : ISO 17029:2019 and GRI

Type of Assurance : Type 2 & High Assurance

Date of Assurance : 22nd 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 : 

