



**PEREGRINE GUARDING PVT LTD**  
Plot No.13, Tenon Lane, Sector 18, Gurugram, Haryana  
122015



**TENON FACILITY MANAGEMENT INDIA  
PVT LTD**

A: Plot No. 13, Tenon Lane, Phase IV, Udyog Vihar,  
Gurugram, Haryana, India - 122015.



**SOTERIA COMMAND CENTER PVT.LTD.**  
Plot No. 13, Sector-18, Electronic City,  
Gurgaon-122015, Haryana, India.

## CORPORATE SUSTAINABILITY REPORT

Form No: TENON GROUP/ESG/F-070  
Issue No : 02  
Rev No : 00  
Date: 24<sup>th</sup> April, 2025

Prepared By: ESG Committee

Approved By: Managing Director

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## 1. GRI 2-1: Organizational Details

Tenon Group is one of India's leading integrated facility management service providers, operating through subsidiaries Peregrine Guarding Pvt. Ltd., Tenon Facility Management India Pvt. Ltd., and Soteria Command Center Pvt. Ltd. Headquartered in Gurugram, Haryana, the company delivers end-to-end security, maintenance, and smart facility services across India. Tenon integrates ESG principles into all business decisions, adhering to international sustainability frameworks. The Group's operations are guided by transparency, efficiency, and accountability, aligning with the Government of India's sustainable development objectives and contributing to decarbonization and responsible corporate growth across multiple regions.

## 2. GRI 102-40: Stakeholder Engagement

Tenon Group maintains active engagement with all key stakeholders, including employees, clients, suppliers, contractors, regulatory bodies, and local communities. Regular meetings, surveys, and ESG reviews ensure transparent communication and inclusion of diverse perspectives in decision-making. The company identifies stakeholder expectations related to environmental performance, employee wellbeing, ethical governance, and service quality. Feedback from these engagements guides Tenon's sustainability goals, risk management, and community initiatives. By fostering open dialogue and collaboration, Tenon strengthens mutual trust, aligns its operations with stakeholder interests, and ensures continuous improvement in social, environmental, and economic performance across all business functions.

## 3. GRI 102-46: Material Topic

Tenon Group identifies material topics through a systematic stakeholder engagement and internal assessment process that aligns with the GRI Standards. The company focuses on sustainability areas that significantly impact its operations and influence stakeholder decisions. Key material topics include employee health and safety, energy efficiency, waste management, greenhouse gas emissions, ethical business conduct, diversity and inclusion, employee welfare, customer satisfaction, and community engagement. These topics reflect Tenon Group's commitment to responsible facility management and ESG integration. The assessment ensures transparency, accountability, and alignment of sustainability initiatives with both business goals and stakeholder expectations.

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ENVIRONMENTAL	SOCIAL	GOVERNANCE
1. Plastic Waste Reduction 2. Recycling Programs 3. Sustainable Packaging 4. E-waste Management 5. Biodegradable Materials 6. Chemical Management 7. Construction and Demolition Waste 8. Textile Recycling 9. Food Waste Management 10. Hazardous Waste Management	1. Fair Trade Practices 2. Supply Chain Transparency 3. Labor Rights in Supply Chains 4. Community Engagement in Material Sourcing 5. Diversity and Inclusion in Procurement 6. Conflict-Free Minerals 7. Ethical Consumption Practices 8. Health and Safety of Materials 9. Education on Sustainable Material Use 10. Stakeholder Engagement in Material Management	1. Material Procurement Policies 2. Vendor Management 3. Supply Chain Transparency 4. Environmental Management Systems 5. Waste Management Policies 6. Health and Safety Standards for Materials 7. Compliance with Regulatory Requirements 8. Risk Assessment and Mitigation for Materials 9. Ethical Sourcing Practices 10. Audit and Reporting for Material Governance

#### 4. GRI 103: Management Approach

Tenon Group adopts a holistic ESG framework integrated into every level of its operations. The management approach ensures compliance with environmental, social, and governance principles through defined policies, measurable KPIs, and continuous performance monitoring. The ESG Committee leads this integration, setting annual sustainability targets and reviewing progress against global benchmarks. Employee training, supplier engagement, and transparent reporting ensure shared accountability. This proactive approach allows Tenon to identify risks, optimize resources, and implement corrective actions that drive continuous improvement. The management system is aligned with ISO 14001, ISO 45001, and ISO 9001 standards to ensure quality and sustainability excellence.

#### 5. GRI 2-9: Strategy and Governance

Tenon Group's sustainability strategy is guided by a robust governance framework that integrates ESG principles into every business function. The Board of Directors and senior management oversee the implementation of ethical, environmental, and social objectives aligned with ISO, GRI, and UN Global Compact standards. The ESG Committee monitors performance, risk mitigation, and policy compliance across all divisions.

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Strategic priorities include reducing carbon emissions, promoting employee wellbeing, ensuring ethical sourcing, and advancing digital governance. Through transparent reporting, leadership accountability, and stakeholder engagement, Tenon ensures long-term business resilience and sustainable value creation across its operations and supply chain.

## 6. GRI 2-22: Statement on Sustainable Strategy

Tenon Group's sustainability strategy centers on reducing greenhouse gas emissions, enhancing resource efficiency, and promoting employee welfare. Guided by a Science-Based Target initiative (SBTi) framework, the company aims to achieve net-zero emissions by 2050, with interim milestones by 2030. This roadmap involves clean energy transitions, responsible supply chain engagement, and waste minimization. Tenon recognizes that sustainable facility management is not only an environmental obligation but a competitive advantage that fosters trust among clients, investors, and communities. Its strategy reinforces resilience, innovation, and ethical conduct across its operations and partnerships.

## 7. GRI 204-1: Procurement Practices

Tenon Group promotes responsible and transparent procurement by integrating sustainability, ethics, and human rights into all purchasing decisions. In FY 2024–25, 100% of suppliers signed the Sustainable Procurement Charter, and all procurement staff received training on ethical sourcing. The company prioritizes vendors that comply with environmental, labor, and safety standards, ensuring materials are sourced responsibly. Supplier performance evaluations include ESG parameters such as waste management, labor practices, and emission control. Through fair tendering, supplier engagement, and continuous monitoring, Tenon ensures that procurement activities support local economies and reflect global sustainability standards.

## 8. GRI 205 Anti-Corruption

Anti-Corruption- Tenon Group enforces a zero-tolerance policy toward bribery, corruption, and financial misconduct. Comprehensive internal audits and compliance reviews are conducted annually across all operating sites. Every employee receives mandatory training on anti-corruption practices, aligned with the Prevention of Corruption Act (1988) and the Companies Act (2013). In FY 2024–25, no confirmed incidents of corruption or bribery were reported. Vendor due-diligence processes evaluate all partners for ethical and financial integrity. Transparent reporting and an active whistleblower system strengthen accountability, ensuring that ethical conduct remains a non-negotiable principle of Tenon's corporate culture and governance framework.

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## 9. GRI 205-2: Responsible Partner Due Diligence

Tenon Group ensures that all business relationships uphold the highest ethical and compliance standards through a robust partner due diligence process. In FY 2024–25, 100% of identified high-risk suppliers and trading partners underwent ESG and anti-corruption assessments. Each partner is evaluated on parameters including integrity, data security, environmental responsibility, and labor practices. The process aligns with ISO/IEC 27001 and the Prevention of Corruption Act (1988), ensuring complete transparency and accountability. Third-party verifications and supplier audits reinforce ethical sourcing and information protection. This comprehensive due diligence framework safeguards Tenon's operations, minimizes risk, and promotes trust and integrity across its value chain.

## 10. GRI 301: Material Efficiency, Chemical Management, and Waste Minimization

Tenon prioritizes the efficient use of materials and responsible chemical handling. The company substitutes hazardous substances with safer alternatives wherever possible, complying with India's MSIHC Rules (1989). Material efficiency programs focus on waste minimization, reuse of cleaning solutions, and responsible chemical disposal. Annual audits track compliance with environmental and occupational safety regulations. Between FY 2023 and FY 2025, Tenon achieved a 10% reduction in chemical waste sent to landfills. Training programs reinforce awareness among facility staff, ensuring safe material use and preventing pollution at all client sites.

## 11. GRI 302-1: Energy Consumption and Renewable Energy Usage

**Energy Consumption-** Tenon Group continually improves operational energy efficiency through automation, smart lighting, and HVAC optimization. In FY 2024–25, total energy consumption was recorded at 10,400 kWh, showing steady improvement from previous years. Regular energy audits identify opportunities for optimization, while preventive maintenance ensures consistent performance. Smart meters track energy intensity at all major sites. Employee awareness programs encourage responsible energy use across departments. Through process optimization and technology upgrades, Tenon reduces its carbon footprint and supports India's commitment to sustainable energy efficiency under ISO 50001 and the National Action Plan on Climate Change (NAPCC).

**Renewable Energy Usage-** Tenon Group has progressively transitioned toward clean energy adoption as part of its long-term sustainability vision. In FY 2024–25, renewable sources accounted for 8% of total energy use, primarily through solar installations and green power procurement. The company aims to reach 20% renewable share by FY 2026, aligning with India's national renewable energy targets. Rooftop solar projects, green electricity agreements, and efficient energy storage systems form the core of this strategy.

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These initiatives significantly reduce indirect emissions (Scope 2) while improving operational resilience, demonstrating Tenon's leadership in advancing low-carbon, energy-efficient facility management practices.

## 12. GRI 303: Water and Effluents

Water conservation is central to Tenon's environmental responsibility. Smart metering, leak detection systems, and low-flow fixtures ensure efficient water use across managed sites. Data from water bills, treated water reuse records, and rainwater harvesting logs confirm performance improvements. Periodic audits validate consumption reductions, while plumbing maintenance schedules prevent wastage. Employees receive training on sustainable water practices, reinforcing responsible use. All test results comply with BIS standards, ensuring safe and hygienic workplace conditions. By integrating water efficiency into its operations, Tenon supports both cost savings and long-term environmental sustainability.

## 13. GRI 303-1: Water Stewardship and Conservation

Tenon recognizes water as a vital shared resource and manages consumption through efficient usage and recycling practices. During FY 2024–25, total water use decreased by 5%, reaching 47,532 cubic meters, driven by rainwater harvesting and water-efficient cleaning systems. The Group complies with all national and state water regulations and encourages clients to adopt water-efficient technologies. Awareness campaigns promote responsible use among employees. Continuous monitoring, leak detection, and regular audits ensure optimal consumption, aligning with the Sustainable Development Goal (SDG) 6—Clean Water and Sanitation.

## 14. GRI 305: GHG Emissions

Tenon monitors and mitigates greenhouse gas (GHG) emissions across operations. Energy-efficient systems, reduced vehicle use through route optimization, and shared transport initiatives minimize fuel-related Scope 1 emissions. Transitioning to renewable power, LED lighting, and automation reduces Scope 2 emissions. Continuous reporting tracks carbon intensity, aligning with national emission reduction targets. Air and stack emission tests conducted by certified laboratories confirm compliance with CPCB standards. These initiatives reinforce Tenon's role in combating climate change through responsible facility operations and demonstrate measurable progress towards a low-carbon future.

## 15. GRI 305-1: Direct (Scope 1) Greenhouse Gas Emissions

Tenon Group's direct emissions (Scope 1) arise from sources owned or controlled by the company, including fuel combustion in vehicles, generators, and refrigerant leakage. For FY 2024–25, total Scope 1 emissions amounted to 1,052 MT CO<sub>2</sub> e.

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Reduction measures include the transition to electric and hybrid vehicles, preventive maintenance for fleet efficiency, and replacement of high-GWP refrigerants with eco-friendly alternatives. Tenon's environmental management framework ensures accurate fuel data recording, periodic audits, and emission tracking aligned with ISO 14064-1 and GHG Protocol standards. The company targets a 40% reduction in Scope 1 emissions by 2030, reinforcing its commitment to climate responsibility.

## 16. GRI 305-2: Energy Indirect (Scope 2) Greenhouse Gas Emissions

Scope 2 emissions at Tenon Group result primarily from purchased electricity used across offices, data centers, and client facilities. In FY 2024–25, total indirect emissions from purchased power reached 1,416.81 MT CO<sub>2</sub> e. The company's energy strategy focuses on expanding renewable electricity share, rooftop solar installations, automation of HVAC systems, and motion-sensor lighting. Procurement of green power through open-access programs and partnerships with renewable suppliers has further improved performance. Tenon's target is to achieve a 50% reduction in Scope 2 emissions by 2030, supported by annual monitoring and verification under ISO 50001 energy management practices.

## 17. GRI 305-3: Other Indirect (Scope 3) Greenhouse Gas Emissions

Tenon Group's Scope 3 emissions include upstream and downstream value-chain activities such as procurement, transport, waste disposal, and business travel. In FY 2024–25, total Scope 3 emissions reached 3,462 MT CO<sub>2</sub> e—comprising 942 MT CO<sub>2</sub> e upstream and 2,212 MT CO<sub>2</sub> e downstream. The company actively engages suppliers covering 70% of upstream emissions and implements low-carbon procurement policies. Downstream actions include optimized logistics, waste recycling at client sites, and digitalization to reduce travel. Tenon aims for a 30% reduction in Scope 3 emissions by 2030, achieved through supplier engagement, renewable logistics, and ESG-aligned partnership practices.

## 18. GRI 306-2: Waste Management

Tenon Group follows a structured waste management system focused on reduction, segregation, and safe disposal. In FY 2024–25, non-hazardous waste generation decreased from 117,000 kg to 107,512 kg, while hazardous waste was reduced to 10 tons, fully handled in compliance with MSIHC Rules 1989 and state hazardous waste regulations. The company successfully diverted 93% of operational waste from landfills through recycling, composting, and vendor partnerships. Awareness campaigns, waste audits, and traceable disposal practices ensure environmental compliance. These initiatives demonstrate Tenon's commitment to minimizing landfill impact and achieving a 100% diversion rate by FY 2025–26.

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## 19. GRI 306-3: Resource Efficiency

Tenon enhances resource efficiency through optimized consumption, material recovery, and circular economy practices. Waste recovery increased to 32,258 kg in FY 2024–25, supported by partnerships with authorized recyclers and reuse programs. The company emphasizes “reduce, reuse, and recycle” across all operations, lowering dependency on raw materials. Employee awareness drives and regular sustainability training encourage responsible consumption. Procurement practices prioritize suppliers committed to waste reduction and eco-friendly packaging. Continuous monitoring and reporting of resource performance ensure alignment with SDG 12 (Responsible Consumption and Production) and Tenon’s goal of achieving zero-waste operations by FY 2025–26.

## 20. GRI 307: Environmental Compliance

Compliance is embedded in Tenon’s operational DNA. The company maintains valid licenses and approvals from Pollution Control Boards, occupational health authorities, and safety regulators. Internal audits, third-party inspections, and documentation ensure adherence to all legal and client sustainability requirements. Non-compliance incidents are tracked, analyzed, and corrected promptly. Tenon’s robust governance structure and transparent reporting reinforce its reputation as a responsible facility management partner that operates ethically, lawfully, and sustainably across all sites.

## 21. GRI 401: Employment

Tenon Group’s employment framework ensures fair treatment, equal opportunity, and secure working conditions for all employees. Recruitment is merit-based and free from discrimination. The company offers competitive compensation, comprehensive medical coverage, and wellness programs to enhance job satisfaction and retention. Flexible work arrangements promote work-life balance, while grievance mechanisms ensure employee concerns are addressed transparently. Continuous skill development and career advancement opportunities position Tenon as an employer of choice. These efforts strengthen workforce morale and contribute to the company’s long-term social sustainability goals.

## 22. GRI 402-1: Labour/Management

Tenon fosters open communication and collaboration between management and employees through structured labor-management committees. In FY 2024–25, 100% of sites had active employee representation, and social dialogue meetings were regularly conducted to discuss working conditions, safety, and welfare. All employees are covered under fair labor standards, including 48-hour workweeks and regulated overtime as per Indian labor laws.

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Management consults employees on operational changes to ensure transparency and inclusiveness. This participatory approach promotes trust, workplace stability, and continuous improvement, aligning with GRI 402 requirements and Tenon's ESG-driven employee wellbeing framework.

## 23. GRI 403-9: Occupational Health and Safety

Tenon Group upholds the highest standards of occupational health and safety through its ISO 45001-certified management system. Comprehensive risk assessments, regular safety audits, and emergency mock drills ensure a safe and incident-free workplace. In FY 2024–25, Tenon achieved zero work-related injuries or fatalities, maintaining a Lost Time Injury Frequency Rate (LTIFR) of zero. All employees receive mandatory training on PPE usage, first aid, and emergency response procedures. Periodic medical checkups, hazard reporting systems, and leadership reviews strengthen the safety culture. These proactive measures reflect Tenon's unwavering zero-harm commitment and alignment with ESG and GRI 403-9 standards.

## 24. GRI 404: Training and Education

Employee capability development is a continuous process at Tenon. Comprehensive training programs cover technical skills, safety procedures, environmental awareness, and leadership development. Mentorship and job-shadowing initiatives enhance hands-on learning. Training effectiveness is tracked through assessments, feedback, and performance metrics. The Skill Growth Accord and Competency Enhancement Plan ensure career progression through structured development pathways. This learning culture empowers employees, strengthens operational excellence, and demonstrates Tenon's commitment to human capital development in line with GRI and ESG expectations.

## 25. GRI 405: Diversity and Equal Opportunity

Tenon Group is committed to fostering a diverse, equitable, and inclusive workplace where all employees are respected and valued. In FY 2024–25, women represented 20% of the total workforce, with a target of 30% by FY 2026. Minority and vulnerable group representation stood at 30%, while women held 10% of top management and 20% of board positions. The company's Diversity and Inclusion Charter ensures equal pay, fair promotion, and accessibility for all employees. Continuous awareness programs and inclusive hiring practices strengthen gender equity and cultural representation, reflecting Tenon's dedication to GRI 405 standards and UN SDG 5 (Gender Equality).

## 26. GRI 406: Non-Discrimination

Tenon strictly prohibits discrimination and harassment in all forms. Clear grievance mechanisms allow employees to report concerns confidentially, with protection against retaliation. Training programs educate staff on respectful workplace behavior and reporting protocols.

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Verified cases are addressed through transparent remediation and corrective measures. Leadership commitment ensures a zero-tolerance approach. These mechanisms strengthen ethical governance, build employee trust, and ensure full compliance with human rights and labor standards under ESG and GRI frameworks.

## 27. GRI 406-1: Discrimination and Harassment Prevention

**Discrimination Prevention-** Tenon Group upholds a zero-tolerance policy toward any form of workplace discrimination based on gender, age, ethnicity, disability, or religion. The company ensures 100% employee participation in annual awareness and equality training sessions. All employment and promotion practices are merit-based and aligned with GRI 406-1 and UN Global Compact Principle 6. During FY 2024–25, no discrimination incidents were reported. Policies are integrated into recruitment, performance appraisal, and supplier contracts to safeguard fairness. Regular audits and leadership oversight guarantee full compliance with India's Equal Opportunity framework, strengthening Tenon's inclusive and equitable organizational culture.

**Harassment Prevention-** Tenon Group enforces robust mechanisms to prevent and address workplace harassment under India's Prevention of Sexual Harassment (POSH) Act 2013. The Internal Complaints Committee (ICC) investigates all concerns confidentially and impartially. Every employee undergoes mandatory annual POSH training to reinforce respectful workplace behavior. In FY 2024–25, zero harassment cases were reported. Continuous awareness drives, leadership sensitization programs, and anonymous reporting channels sustain a culture of dignity and trust. Corrective and preventive actions are documented and reviewed quarterly, ensuring compliance with GRI 406-1 and global human rights standards while promoting a safe, respectful, and inclusive work environment.

## 28. GRI 408 & 409: Child Labour

Tenon Group maintains a zero-tolerance policy toward child labor, strictly adhering to the Child Labour (Prohibition and Regulation) Act of India and ILO Conventions No. 138 and 182. Regular audits confirm that no cases of child labor or underage employment occurred during FY 2024–25. The company enforces strict supplier screening and contract clauses prohibiting child labor across its value chain. All operational sites undergo periodic human rights assessments, verified per ISO/IEC 17029:2019. Continuous employee awareness programs and supplier audits reinforce Tenon's ethical labor standards and unwavering commitment to protecting children's rights in every aspect of business.

## 29. GRI 412: Human Rights

Tenon Group upholds the highest standards of human rights across its operations and supply chains. All operational sites are assessed for potential human rights risks annually. In FY 2024–25, 100% of sites were evaluated, with zero incidents of child labor, forced labor, or human trafficking reported.

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Supplier contracts include mandatory human rights clauses, ensuring compliance with the UN Guiding Principles on Business and Human Rights and ILO Conventions. Regular awareness programs and external audits reinforce ethical conduct and equitable labor conditions.

### 30. GRI 413: Local Communities

Community development is integral to Tenon's social mission. CSR programs focus on education, health, environment, and social welfare. Employee volunteering initiatives promote social engagement, while partnerships with NGOs and local bodies extend impact. Projects include school refurbishments, cleanliness drives, and health awareness camps. By integrating community needs into its business strategy, Tenon contributes to social equity and sustainable development. These efforts embody GRI 413 principles and reinforce Tenon's commitment to inclusive growth and shared prosperity.

### 31. GRI 414-1: Supplier Social Assessment

Tenon Group integrates sustainability, ethics, and human rights into all procurement and supplier management processes. In FY 2024–25, 100% of key and strategic suppliers signed the Sustainable Procurement Charter and completed ESG-based sustainability assessments. Each supplier was evaluated on compliance with environmental protection, labor welfare, and human rights standards. Corrective action plans and improvement programs were implemented wherever gaps were identified. Regular supplier training and workshops strengthened awareness on responsible sourcing and ethical conduct. Tenon's Supplier Code of Conduct enforces fair labor, non-discrimination, and occupational safety, ensuring a transparent, accountable, and sustainable global supply chain.

### 32. GRI 416: Customer Health and Safety

Tenon ensures the health and safety of its clients and facility occupants through rigorous quality assurance, indoor air monitoring, and green cleaning practices. Certified low-toxicity chemicals and eco-label products reduce exposure risks. Regular air, water, and noise assessments validate safe environmental conditions. The company's commitment to preventive maintenance, safe operations, and compliant service delivery demonstrates its dedication to protecting all stakeholders and aligning with international safety standards.

### 33. GRI 418: Information Security

With digital transformation being integral to operations, Tenon has established robust cybersecurity measures to protect stakeholder data. The company adheres to ISO/IEC 27001 standards and India's IT Act (2000). No information security breaches were reported in FY 2024–25. Regular audits, employee awareness programs, and vendor compliance checks ensure high data integrity.

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A centralized Information Discrimination Security Management System (ISMS) continuously monitors cyber risks and implements preventive controls, ensuring confidentiality, integrity, and availability of information across platforms.

### 34. GRI 419: Social and Economic Compliance

Tenon ensures that all operations comply with legal, social, and environmental regulations. Every site undergoes internal compliance assessments, achieving 100% conformity during FY 2024–25. The company maintains certifications under ISO 14001, ISO 45001, and ISO 27001, reflecting its commitment to sustainable governance. Regular engagement with regulatory bodies, auditors, and clients ensures continuous adherence to national and international standards. The organization's compliance-driven approach safeguards reputation, minimizes risks, and strengthens stakeholder confidence.

### 35. Sustainability Performance Data - 2024

Sl. No	KPI	Unit	Measures
1	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage	100
2	Number of identified discrimination or harassment incidents or corrective actions	Count	0
3	Percentage of all sites assessed or audited internally on a specific business ethics issue	Percentage	100
4	Total weight of non-hazardous waste	Kgs	107512
5	Materials, chemicals, and waste	Liters	60700
6	Percentage of employees who received regular performance and career development reviews	Percentage	100
7	Percentage of operational sites with a labor and human rights certification, such as ISO 45001	Percentage	100
8	Child labor, forced labor, and human trafficking	Count	0
9	Percentage of total energy consumption from renewable sources	Percentage	8

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10	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
11	Total energy consumption	kWh	10400
12	Number of confirmed corruption incidents	Count	0
13	Percentage of all sites with an ethics certification, such as ISO 27001	Percentage	100
14	Number of hours worked	Hours	27200000
15	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.7
16	Average unadjusted gender pay gap	Count	0
17	Percentage of employees trained on specific environmental issues	Percentage	100
18	Working conditions	Percentage	100
19	Percentage of women employed in the whole organization	Percentage	20
20	Social dialogue	Count	13
21	Percentage of employees covered by formally-elected employee representatives or collective agreements	Percentage	100
22	Number of work-related accidents	Count	0
23	Employee health and safety	Count	0
24	Percentage of operational sites assessed on specific environmental risks	Percentage	100
25	Customer health and safety	Count	0
26	Total weight of hazardous waste	Tons	10

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27	Number of reports related to whistleblower procedure	Count	0
28	Percentage of employees trained on business ethics	Percentage	100
29	Percentage of targeted suppliers that have gone through a sustainability assessment	Percentage	100
30	Total weight of waste recovered	Kgs	32258
31	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage	100
32	Air pollution	Index	37.25
33	Total renewable energy consumption	kWh	2623
34	Percentage of employees who received skills-related training	Percentage	95
35	Percentage of employees from a minority or vulnerable group at top management level	Percentage	30
36	Number of days lost to work-related injuries, fatalities and ill health	Count	0
37	External stakeholder human rights	Count	0
38	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage	100
39	Total gross Scope 1 GHG emissions	MTCO <sub>2</sub> e	1052
40	Total gross Scope 2 GHG emissions	MTCO <sub>2</sub> e	1416.81
41	Total gross Scope 3 GHG emissions	MTCO <sub>2</sub> e	3462
42	Total gross Scope 3 Downstream GHG emissions	MTCO <sub>2</sub> e	2212
43	Total gross Scope 3 Upstream GHG emissions	MTCO <sub>2</sub> e	942
44	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage	100
45	Career management and training	Percentage	100

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46	Average hours of training per employee	Hours	10
47	Percentage of operational sites assessed for human rights impact or risks	Percentage	100
48	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	30
49	Discrimination and Harassment	Count	0
50	Energy consumption and GHGs	kWh	10425
51	Environmental services and advocacy	Count	7
52	Water	Cubic Metres	47532
53	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
54	Number of confirmed information security incidents	Count	0
55	Percentage of total waste from company operations diverted from landfills	Percentage	93
56	Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	Percentage	100
57	Percentage of targeted suppliers that have gone through a sustainability on-site audit	Percentage	100
58	Biodiversity	Percentage	15
59	Percentage of women at top management level	Percentage	8
60	Percentage of employees trained on discrimination and harassment	Percentage	100
61	Percentage of women within the organization's board	Percentage	20

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### 36. This Report is Prepared as per GRI Status

GRI. No	GRI Content Index	Pg. No
GRI 2-1	Organizational Details	4
GRI 102-40	Stakeholder Engagement	4
GRI 102-46	Material Topic	4
GRI 103	Management Approach	5
GRI 2-9	Strategy and Governance	5
GRI 2-22	Statement on Sustainable Strategy	6
GRI 204-1	Procurement Practices	6
GRI 205	Anti-Corruption	6
GRI 205-2	Responsible Partner Due Diligence	7
GRI 301	Material Efficiency, Chemical Management, and Waste Minimization	7
GRI 302-1	Energy Consumption and Renewable Energy Usage	7
GRI 303	Water and Effluents	8
GRI 303-1	Water Stewardship and Conservation	8
GRI 305	GHG Emissions	8
GRI 305-1	Direct (Scope 1) Greenhouse Gas Emissions	8
GRI 305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	9
GRI 305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions	9
GRI 306-2	Waste Management	9
GRI 306-3	Resource Efficiency	10

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GRI 307	Environmental Compliance	10
GRI 401	Employment	10
GRI 402-1	Labour/Management Relations	10
GRI 403-9	Occupational Health and Safety	11
GRI 404	Training and Education	11
GRI 405	Diversity and Equal Opportunity	11
GRI 406	Non-Discrimination	11
GRI 406-1	Discrimination and Harassment Prevention	12
GRI 408 & 409	Child Labour	12
GRI 412	Human Rights	12
GRI 413	Local Communities	13
GRI 414-1	Supplier Social Assessment	13
GRI 416	Customer Health and Safety	13
GRI 418	Information Security	13
GRI 419	Social and Economic Compliance	14

## 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 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  
**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)

**Authorized Representative (Assurer):**

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

