



## KUDUMA PRECISIONS

No. 252, BM Shankrappa Industrial Estate, Srigandadakavalu,  
Sukadakatte, Vishwaneedam Post, Bangalore - 560091, Karnataka, India.

# CORPORATE SUSTAINABILITY REPORT

(FOR THE YEAR APRIL 2024 – MARCH 2025)



Form No : KP/ESG/350

Issue No : 01

Rev No : 00

Date : 11<sup>th</sup> April, 2025



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Designation: Proprietor

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## Managing Director's Message On Sustainability

At KP, we believe sustainability is central to long-term business success. As a manufacturer of injection moulds, jigs & fixtures, mold bases, precision engineering components, and injection molded plastic parts & sub-assemblies, we recognize our responsibility to operate with integrity, care for the environment, and create value for all stakeholders.

Our integration of Environmental, Social, and Governance (ESG) principles reflects this commitment. Environmentally, we are focused on reducing our carbon footprint by adopting energy-efficient technologies, minimizing material waste, and promoting resource optimization. By embedding circular economy practices into our operations, we aim to deliver products that are both innovative and sustainable.

Socially, we remain committed to the safety, well-being, and professional growth of our employees, while ensuring diversity and inclusion across our workforce. We also extend our responsibility to the communities in which we operate, contributing to education, health, and livelihood initiatives that foster long-term impact.

Governance continues to be the foundation of our growth. We ensure transparency, ethical practices, and compliance with international standards, building trust among our customers and partners.

As we present this Sustainability Report, I reaffirm our dedication to responsible growth, continuous improvement, and shaping a sustainable future together.

R. Kantharaju  
ESG Management

KUDUMA PRECISIONS





## A Few words about us

Welcome to Kuduma Precisions, your trusted partner for all your precision molding and machining needs. One of our core competencies is machining of precision mold elements. We understand the critical role that mold elements play in the injection molding process, and our team is well-equipped to manufacture high-quality mold components with tight tolerances, complex geometries, and superior surface finishes. We utilize advanced CNC machines and other precision tools to ensure that our mold elements are crafted to perfection, resulting in high-performance molds that meet the most demanding requirements.

At Kuduma Precisions, we are dedicated to providing exceptional customer service, timely delivery, and competitive pricing. We believe in building long-term relationships with our clients based on trust, integrity, and mutual success. Our commitment to continuous improvement, innovation, and excellence has earned us a reputation as a reliable and trusted partner in the industry.

We have 15+ years of experience. We provide the best services for our customers

We are expertise in :

Manufacture of Injection Molds, and Plastic Components

Manufacture of precision engineering components





## Our Company History

We are Established in 2011 and located in Sunkadkatte, Bangalore, Karnataka, India, we are a leading provider of injection molds and molded components as well as precision machined components

## Our Success Mission

Our Success Mission at Kuduma Precisions: Excellence in Precision, Customer-Centric Approach, Innovation and Continuous Improvement, Integrity and Ethics, and Strategic Partnerships.

## Our Future Plan

Our Future Plan is to Expand our capabilities with advanced technologies and processes, and continuing to deliver exceptional quality products and services to our valued customers

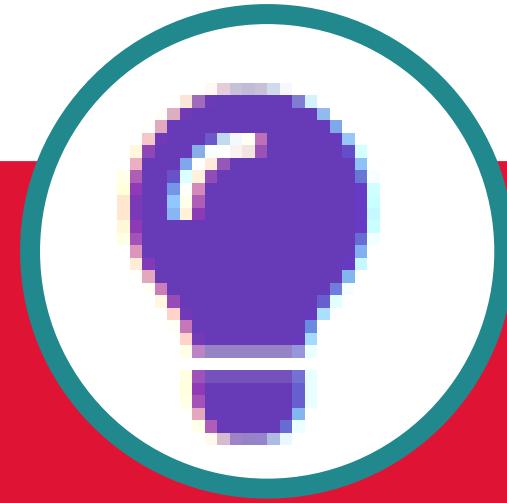


Why Choose Kuduma Precision? Unparalleled expertise in precision manufacturing, customer-centric approach, and commitment to excellence, innovation, and integrity for your success



### Excellence in Precision

Uncompromising commitment to delivering top-quality precision molds, molded components, and machined components through advanced technology, innovative processes, and skilled talent.



### Customer-Centric Approach

Our customers are at the heart of everything we do. We are committed to understanding their unique needs, challenges, and goals, and providing customized solutions that drive their success.



### Evolution

We understand that innovation is key to staying ahead in today's dynamic business environment. We embrace a culture of continuous improvement, constantly seeking better ways to optimize our processes.



### Integrity and Ethics

We uphold the highest standards of integrity and ethics in all our business dealings. We are transparent, honest, and ethical in our interactions with customers, employees.



## Precision Redefined.

### 200+Machining of Precision Mold Elements.

Precision Mold Machining - Crafting Excellence to Perfection." "Unmatched Precision in Machining Mold Elements for Superior Results.

### 13k+Manufacture of Injection Molds, and Plastic Components

Crafting Injection Molds and Plastic Components with Unmatched Precision for Your Success.

## Our People

### Meet Our Team

**Kantharaju**

Proprietor

**Syed Abdul**

Manager Tools Room

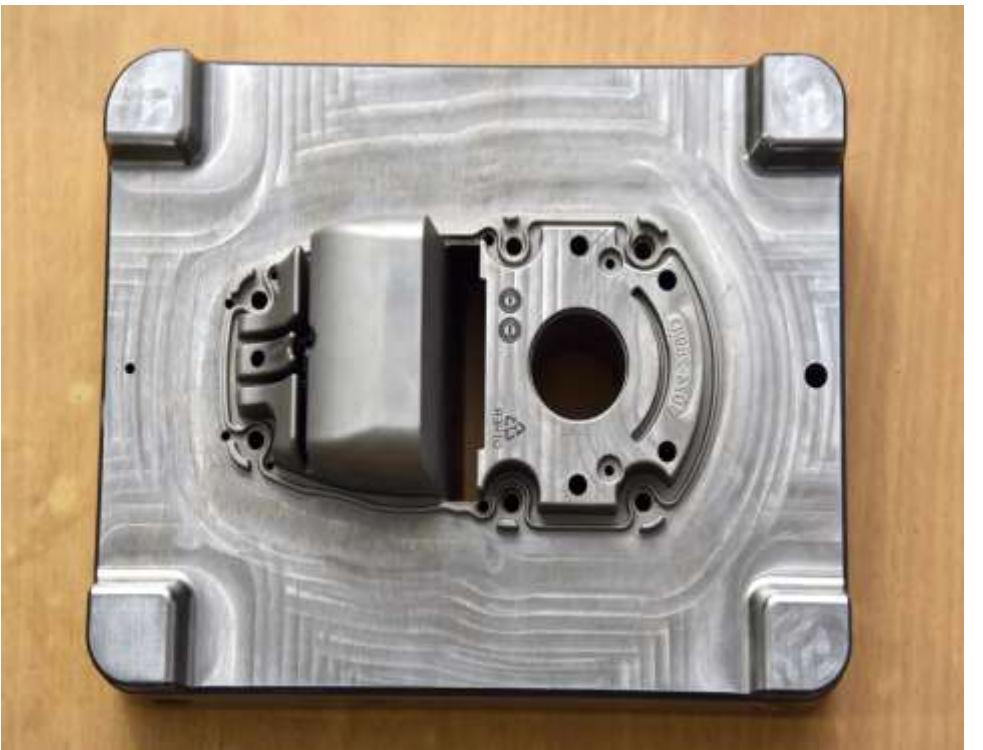
**Indhu. P**

Manager Production



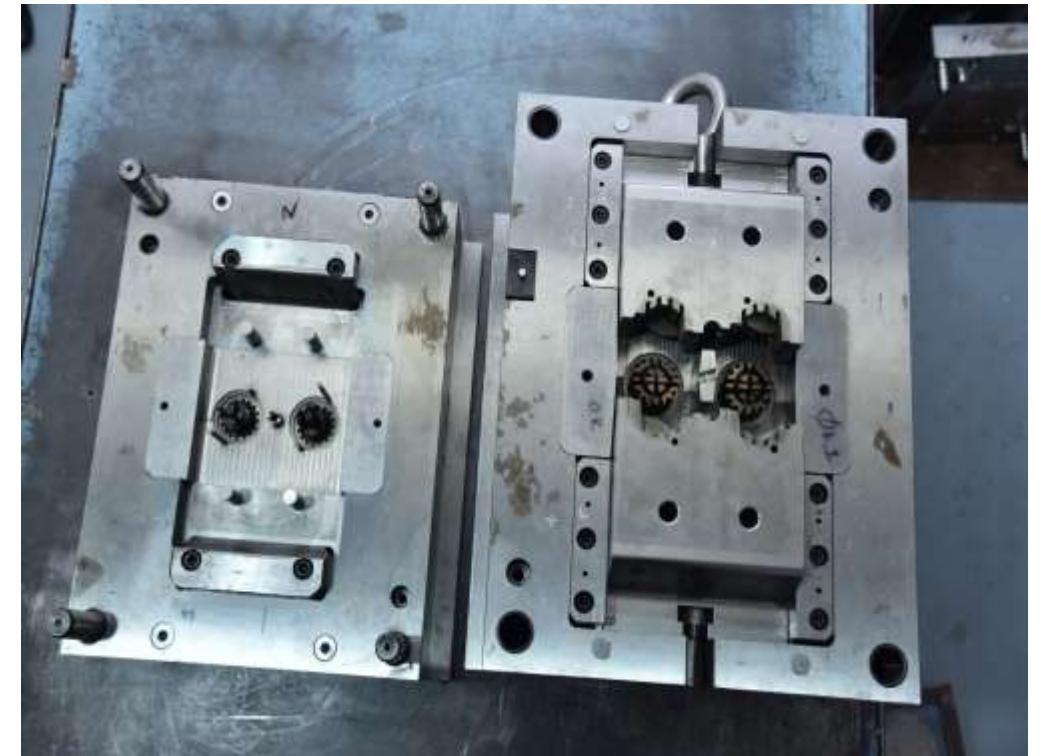
## Manufacture of precision engineering components.

At Kuduma Precisions, we specialize in the machining of precision mold elements. Our expert team utilizes cutting-edge technology and state-of-the-art machinery to meticulously craft mold components to exacting specifications. With our precision machining capabilities, we ensure the highest quality and accuracy in every mold element we produce, delivering superior results for our clients in the plastic injection molding industry.



## Manufacture of Injection Molds

Kuduma Precisions is a trusted manufacturer of high-quality injection molds. Our experienced team uses advanced manufacturing processes to produce precision molds that meet the unique requirements of each client. From design to delivery, we prioritize quality, efficiency, and customer satisfaction in every step of the mold manufacturing process. With our expertise and state-of-the-art equipment, we deliver reliable and cost-effective injection molds for a wide range of applications and industries.



## Manufacture of Plastic Components

In addition to our injection mold manufacturing capabilities, Kuduma Precisions also specializes in the production of high-quality plastic components. Using our advanced injection molding technology, we manufacture plastic components with exceptional precision and accuracy. Our team works closely with clients to develop custom solutions that meet their specific needs, delivering consistent quality and cost-effective production. Whether it's a small run or high-volume production, we have the expertise and equipment to manufacture plastic components to the highest standards of quality and reliability.





## Introduction to Sustainability Report

At KP, we view sustainability as a shared responsibility that shapes how we design, manufacture, and deliver our products. As a leading provider of injection moulds, jigs & fixtures, mold bases, precision engineering components, injection molded plastic parts, and sub-assemblies for industrial applications, we are conscious of the environmental and social impacts of our operations. This Sustainability Report presents our journey of integrating Environmental, Social, and Governance (ESG) practices into every aspect of our business. Our environmental initiatives focus on reducing energy consumption, minimizing waste, and improving resource efficiency through innovative technologies and sustainable processes. We aim to align our practices with circular economy principles, ensuring that efficiency and environmental care go hand in hand.

On the social front, we prioritize the safety, well-being, and professional growth of our employees while embracing diversity and inclusion. Beyond our workplace, we extend our responsibility to local communities by supporting education, health, and livelihood programs.

Strong governance remains central to our progress. By upholding transparency, ethics, and compliance with global standards, we continue to build trust with our stakeholders. This report reflects our achievements, challenges, and aspirations as we work toward delivering industrial excellence while contributing to a sustainable and resilient future. This report is prepared as per GRI standard.





## Organizational Details

GRI 2-1

**Legal Name**

: KUDUMA PRECISIONS

**Nature of ownership and legal form**

: KP

**Location of its headquarters**

: No. 252, BM Shankrappa Industrial Estate, Srigandadakavalu, Sukadakatte, Vishwaneedam Post, Bangalore - 560091, Karnataka, India.

**Countries of operation**

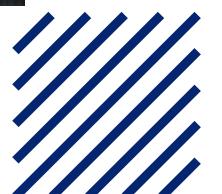
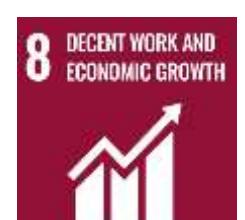
: India

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



# GOVERNANCE

UN SDGs aligned





### GRI 3-2:

## List of Material topics

KP in India follows a structured and inclusive process to determine its material topics in alignment with GRI Standards. The process involves identifying environmental, social, and governance (ESG) aspects relevant to our operations through stakeholder engagement, industry benchmarking, and internal risk assessments. Key stakeholders—including employees, customers, suppliers, and regulators—are consulted to evaluate the significance and potential impact of each issue. The identified topics are then prioritized based on their relevance to business success and stakeholder concerns. The final materiality matrix guides KP's sustainability strategy, reporting, and continuous improvement initiatives.

### ENVIRONMENTAL MATERIAL TOPICS

- Energy Consumption and Efficiency
- Greenhouse Gas (GHG) Emissions
- Waste Management and Recycling
- Water Management
- Sustainable Raw Material Sourcing
- Chemical and Hazardous Substance Management
- Air Emissions and Pollution Control
- Resource Efficiency and Circular Economy
- Environmental Compliance and Risk Management
- Climate Change Mitigation and Adaptation

### SOCIAL MATERIAL TOPICS

- Employee Health and Safety
- Employee Welfare and Well-being
- Training and Skill Development
- Diversity, Equity, and Inclusion (DEI)
- Labor Rights and Fair Wages
- Community Engagement and Development.
- Human Rights Protection
- Employee Engagement and Communication
- Customer Health and Safety
- Supplier Social Responsibility

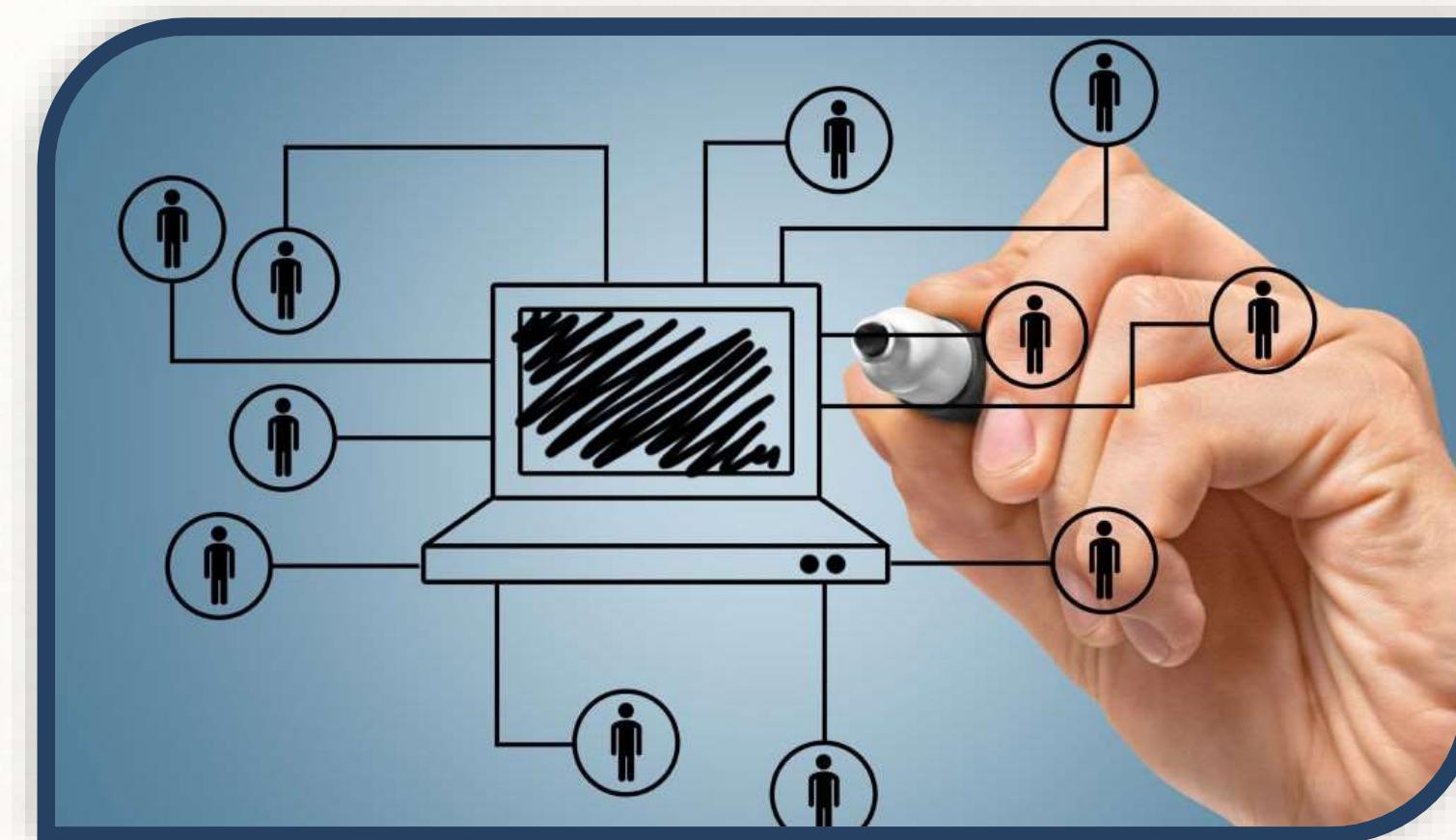
### GOVERNANCE MATERIAL TOPICS

- Ethical Business Practices
- Corporate Governance and Compliance
- Anti-Corruption and Anti-Bribery
- Data Privacy and Information Security.
- Risk Management and Internal Controls
- Sustainability Governance and Oversight
- Stakeholder Engagement and Transparency.
- Regulatory and Legal Compliance
- Responsible Supply Chain Management
- Whistleblower Protection and Grievance Mechanism

## Governance structure and composition

GRI 2-9

In 2024, KP integrated the outcomes of its materiality assessment into the governance framework to guide strategy, risk management, and sustainability reporting. Board oversight was aligned with material ESG topics to ensure accountability, while measurable KPIs—such as compliance audit scores, ethical training completion, and stakeholder satisfaction ratings—were established. Continuous monitoring and transparent disclosure of performance ensured adherence to global sustainability standards. These actions strengthened governance structures, enhanced management accountability, and provided clear metrics to track progress, enabling KP to make informed decisions and maintain stakeholder trust in its sustainability and ethical commitments.



## Role of the highest governance body in overseeing impacts

GRI 2-12

KP's certification to ISO 14001:2015 and ISO 45001:2018 underscores its commitment to strong governance, transparency, and continuous improvement in managing environmental and social risks. Leadership closely monitors these systems to ensure accountability and adherence to international best practices. Governance mechanisms were established to track compliance with ISO standards, while certification audits were integrated into management reviews and risk assessments. Additionally, reporting and disclosure on environmental and safety performance were enhanced. These initiatives reinforce KP's systematic approach to risk management, operational excellence, and stakeholder confidence in the company's environmental and occupational health and safety commitments.



In 2024, KP's governance framework reinforced accountability in maintaining ethical and inclusive practices, focusing on preventing discrimination and harassment. Board oversight and HR policies promoted ethical behavior and a zero-tolerance approach to harassment. Internal audits and employee feedback mechanisms monitored compliance, while regular reporting of incidents—or their absence—ensured transparency to management and stakeholders. Achieving zero reported incidents demonstrates strong governance, effective enforcement of policies, and a workplace culture committed to fairness, equality, and employee well-being, reflecting KP's dedication to ethical conduct and inclusive organizational practices.

## Compliance with laws and regulations

GRI 2-27

In 2024, KP integrated environmental testing into its governance framework to strengthen compliance and risk management. Testing schedules and protocols were aligned with regulatory requirements and ISO 14001:2015 standards, while documented results of wastewater, noise, and air quality tests were maintained for audits and inspections. Findings were reported to senior management, and corrective actions were implemented as needed. Results were also linked to sustainability KPIs and disclosed transparently in reporting. These measures reinforced regulatory compliance, mitigated operational risks, and demonstrated KP's accountability to stakeholders, regulators, and customers, showcasing a robust approach to environmental governance and risk management.

In 2024, KP integrated emergency mock drills into its governance framework to enhance accountability and compliance with safety standards, including ISO 45001:2018. A structured emergency preparedness and response plan was established, while drill outcomes were closely monitored and documented for management review. Learnings from drills were incorporated into safety policies, procedures, and training, ensuring alignment with legal and regulatory occupational safety requirements. These measures strengthened KP's governance structure, minimized operational risks, and built stakeholder confidence in the company's ability to manage workplace emergencies responsibly, demonstrating a proactive approach to employee safety and organizational resilience.



## Approach to stakeholder engagement



GRI 2-29

In 2024, KP conducted structured stakeholder engagement sessions to ensure that the views and expectations of key stakeholders—employees, customers, suppliers, regulators, and local communities—were integrated into our sustainability strategy. Through dialogues, feedback surveys, and collaborative discussions, KP identified material ESG issues and aligned actions with business priorities. The outcomes included enhanced transparency, mutual trust, and stronger partnerships. This engagement process has not only improved our responsiveness to stakeholder needs but also provided a clear roadmap for addressing social, environmental, and ethical challenges effectively and sustainably.

In 2024, KP reinforced its commitment to responsible governance and transparency through structured stakeholder engagement. By systematically capturing and reporting insights to senior leadership, the company ensured that stakeholder perspectives informed strategic planning, ESG targets, and risk management. Board-level oversight was aligned with stakeholder priorities, and engagement outcomes were disclosed in the sustainability report, strengthening accountability. These measures have improved governance effectiveness, fostered inclusive decision-making, and bolstered stakeholder confidence in KP's long-term sustainability journey, demonstrating a proactive approach to integrating stakeholder input into corporate strategy.



In 2024, KP conducted a structured materiality assessment to identify the most significant ESG issues for stakeholders and business operations. Inputs were gathered from employees, customers, suppliers, regulators, and community representatives to ensure inclusiveness. Key social topics prioritized included employee well-being, diversity and inclusion, workplace safety, and community engagement. Stakeholder feedback was collected via surveys, interviews, and workshops, forming the basis for actionable insights. Based on this, KP developed measurable Key Performance Indicators (KPIs), such as percentage of employee training completion, safety incident rates, and employee engagement scores, enabling systematic tracking of progress and informed decision-making.

## Anti-corruption

GRI 205

In 2024, KP emphasized governance-focused training to reinforce ethical, transparent, and compliant business practices. Anti-corruption and anti-bribery programs were conducted for employees at all levels to strengthen integrity in operations. Information security awareness sessions were delivered to safeguard company and customer data. Additionally, ESG and compliance training were integrated into annual performance reviews and career management frameworks, ensuring accountability and continuous learning. These initiatives foster a culture of ethical conduct, data protection, and responsible governance, equipping employees to uphold KP's standards and support sustainable, transparent, and compliant business operations.



# ENVIRONMENT

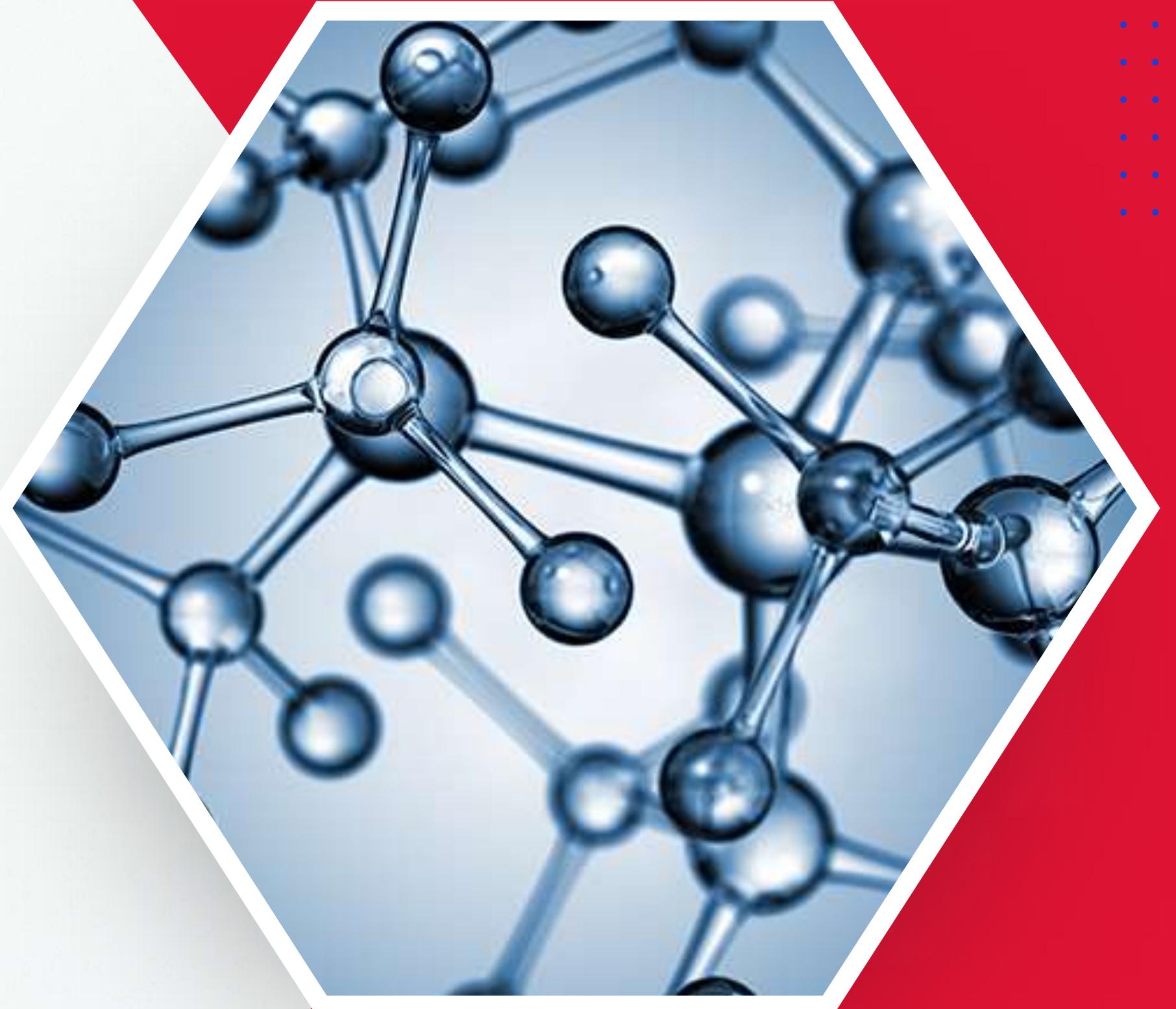
UN SDGs aligned



## Materials

### GRI 301

KP in India prioritizes sustainable material management by promoting efficient use of raw materials, responsible chemical handling, and systematic waste segregation. Through ESG integration, the company minimizes material wastage, encourages recycling of scrap, and ensures safe disposal of hazardous substances. KP follows environmentally sound waste management practices and continuously improves process efficiency, aligning with GRI 301 (Materials) and GRI 306 (Waste) to reduce its environmental footprint and support circular economy principles.





## Materials used by weight or volume

### GRI 301-1

In 2024, KP promoted sustainable consumption by introducing biodegradable and eco-friendly materials across selected operations and product lines. Conventional materials were substituted with sustainable alternatives wherever feasible, and employees received training on their benefits and safe handling. Customers were engaged by highlighting eco-friendly product attributes, aligning offerings with their sustainability expectations. This initiative reduced reliance on environmentally harmful materials, fostered sustainability in the workplace, and enhanced KP's reputation as a responsible manufacturer. Employees gained practical knowledge of eco-friendly practices, reinforcing a culture of innovation, environmental responsibility, and conscious production throughout the organization.

## Reclaimed products and packaging materials

### GRI 301-3

In 2024, KP's transition to biodegradable and eco-friendly materials demonstrated a strong governance commitment to responsible sourcing, compliance, and transparent disclosure. Procurement policies were updated to prioritize sustainable raw materials, and supplier compliance with environmental standards was verified. Material transitions were documented in internal records and sustainability reports, while adoption of eco-friendly materials was integrated into ESG KPIs and risk management frameworks. This initiative strengthened supply chain sustainability, reduced environmental risks, and enhanced alignment with global sustainability frameworks, including the UN Sustainable Development Goal 12 on Responsible Consumption and Production, reinforcing KP's role as a responsible and forward-looking manufacturer.



## Energy

### GRI 302

KP in India actively monitors and optimizes energy consumption across its manufacturing operations through energy-efficient machinery, renewable energy adoption, and process optimization. By integrating ESG principles, KP has reduced its Scope 1 and Scope 2 emissions through cleaner technologies and responsible energy management. Continuous tracking, employee awareness, and data-driven improvements contribute to minimizing greenhouse gas (GHG) emissions, aligning with GRI 302 (Energy) and GRI 305 (Emissions) disclosure requirements.



## Energy consumption within the organization

GRI 302-1

In 2024, KP conducted internal energy audits across its operations, promoting both environmental efficiency and employee awareness. Employees actively participated in data collection and monitoring, fostering engagement in sustainability initiatives. Feedback sessions highlighted audit findings and opportunities for improved energy efficiency. Additionally, training on energy conservation practices identified during audits was reinforced, empowering employees to adopt responsible energy-use behaviors. These actions not only optimized operational energy performance but also cultivated a culture of climate responsibility and environmental stewardship among the workforce.



In 2024, KP's purchase and installation of energy-efficient equipment delivered both environmental and social benefits by actively engaging employees in sustainable practices. Training and work instructions were provided to ensure proper operation and maintenance, while awareness programs highlighted the link between energy conservation and global climate action. Employees were encouraged to adopt efficient practices in daily operations, contributing directly to the company's carbon reduction goals. This initiative fostered pride in supporting environmental improvement, strengthened understanding of energy-saving technologies, and offered opportunities for skill development, reinforcing a culture of sustainability throughout the organization.

In 2024, KP in India advanced its renewable energy initiatives by installing solar panels and procuring clean energy from certified providers. Supporting documentation, including energy bills, contracts, and invoices, ensured transparency and accountability in this transition. These measures reduced dependence on fossil fuels, lowered the company's carbon footprint, and reinforced KP's commitment to a sustainable energy transition. By integrating renewable energy into operations, KP demonstrated leadership in climate action, promoted environmental stewardship, and contributed to global decarbonization efforts, aligning operational practices with sustainability objectives and stakeholder expectations.



## Energy intensity

GRI 302-3

In 2024, KP leveraged internal energy audits to strengthen governance by promoting accountability, compliance, and transparency in resource management. A structured process reviewed energy consumption patterns and identified inefficiencies, while leadership closely monitored audit results and corrective actions. Findings were integrated into sustainability reporting and KPI tracking, with measurable reduction targets aligned to global best practices. These initiatives enhanced governance accountability, mitigated operational risks, and showcased KP's commitment to continuous improvement and adherence to international standards, reinforcing responsible management of energy resources across the organization.

## Reduction of energy consumption

GRI 302-4

In 2024, KP reinforced governance in energy efficiency investments by meticulously documenting all aspects of upgrades, including procurement records, installation details, maintenance instructions, and subsidy proofs. Equipment procurement was verified to ensure compliance with government and industry standards, while clear work instructions supported long-term operational efficiency. Government subsidies were leveraged to optimize investment, and upgrades were integrated into audit and reporting processes to demonstrate measurable energy reductions. This approach strengthened governance through evidence-based sustainability reporting, enhanced stakeholder credibility, and established a structured pathway for continuous improvement in energy efficiency across KP's operations.



## Management of water discharge-related impacts

GRI 303-2

In 2024, KP conducted wastewater, noise, and air quality testing across its operations to safeguard employee and community health while ensuring compliance with environmental standards. Wastewater was periodically tested to prevent contamination of local ecosystems, noise levels were assessed to protect employees and minimize community disturbance, and air emissions were monitored to remain within regulatory and sustainable thresholds. These initiatives reduced health risks, improved workplace conditions, and reassured communities of KP's commitment to environmental stewardship. Additionally, employees gained increased awareness of pollution control, fostering a culture of responsibility and proactive environmental management.

KP in India manages water as a critical resource by implementing efficient usage, recycling, and wastewater treatment systems across its manufacturing units. Through ESG integration, the company minimizes freshwater withdrawal, reuses process water, and ensures compliance with discharge standards. Regular monitoring, employee awareness, and investment in sustainable water technologies help conserve local water resources, aligning with GRI 303 (Water and Effluents) and promoting responsible water stewardship within industrial operations.





## Emissions

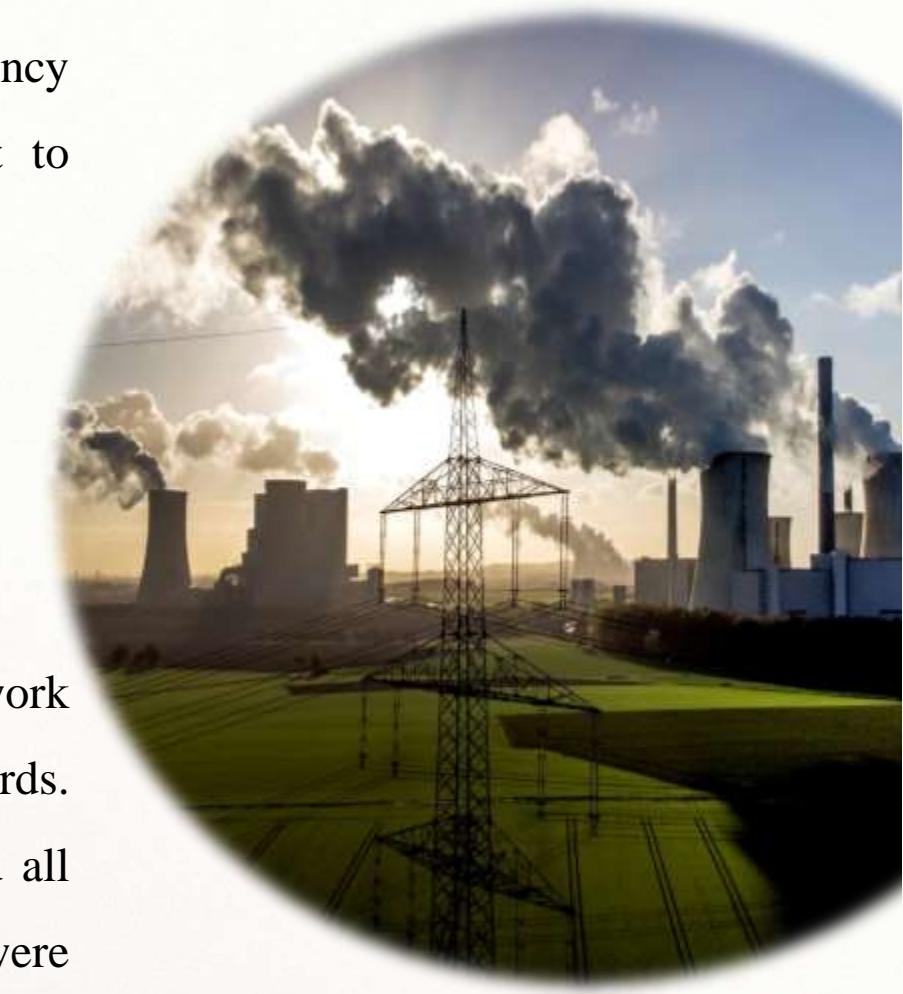
### GRI 305

KP in India monitors and manages its Scope 1 GHG emissions arising from direct fuel combustion and on-site manufacturing activities. By integrating ESG principles, KP has adopted energy-efficient equipment, optimized production processes, and promoted cleaner fuel alternatives to minimize emissions. Regular data tracking and verification ensure transparency and compliance with GRI 305 (Emissions), demonstrating the company's commitment to reducing its carbon footprint and supporting India's low-carbon manufacturing transition.

### Direct (Scope 1) GHG emissions

#### GRI 305-1

In 2024, KP executed the purchase of carbon credits through a structured governance framework emphasizing accountability, transparency, and compliance with international standards. Authenticity of carbon credits was verified to ensure alignment with credible markets, and all transactions were documented for inclusion in sustainability reports and audits. Offsets were integrated into GHG inventory reporting and the corporate climate strategy, with board-level oversight on climate commitments and emission reduction pathways. This approach reinforced KP's accountability for its environmental footprint, enhanced stakeholder confidence, and aligned the company with global frameworks, including the Paris Agreement and UN SDG 13 on Climate Action.





## Reduction of GHG emissions

### GRI 305-5

In 2024, KP invested in carbon credits to offset greenhouse gas emissions that could not be reduced through operational efficiency, demonstrating commitment to climate responsibility and global decarbonization. Awareness programs educated employees on the purpose of carbon credits and their role in climate action, linking these initiatives to broader sustainability training. Results of the carbon purchase were shared internally to promote transparency and ownership. This initiative increased employee understanding of climate change, fostered a culture of environmental responsibility, and reinforced KP's contribution to national and global sustainability targets, aligning operational practices with long-term decarbonization goals.



## Waste generation and significant waste-related impacts

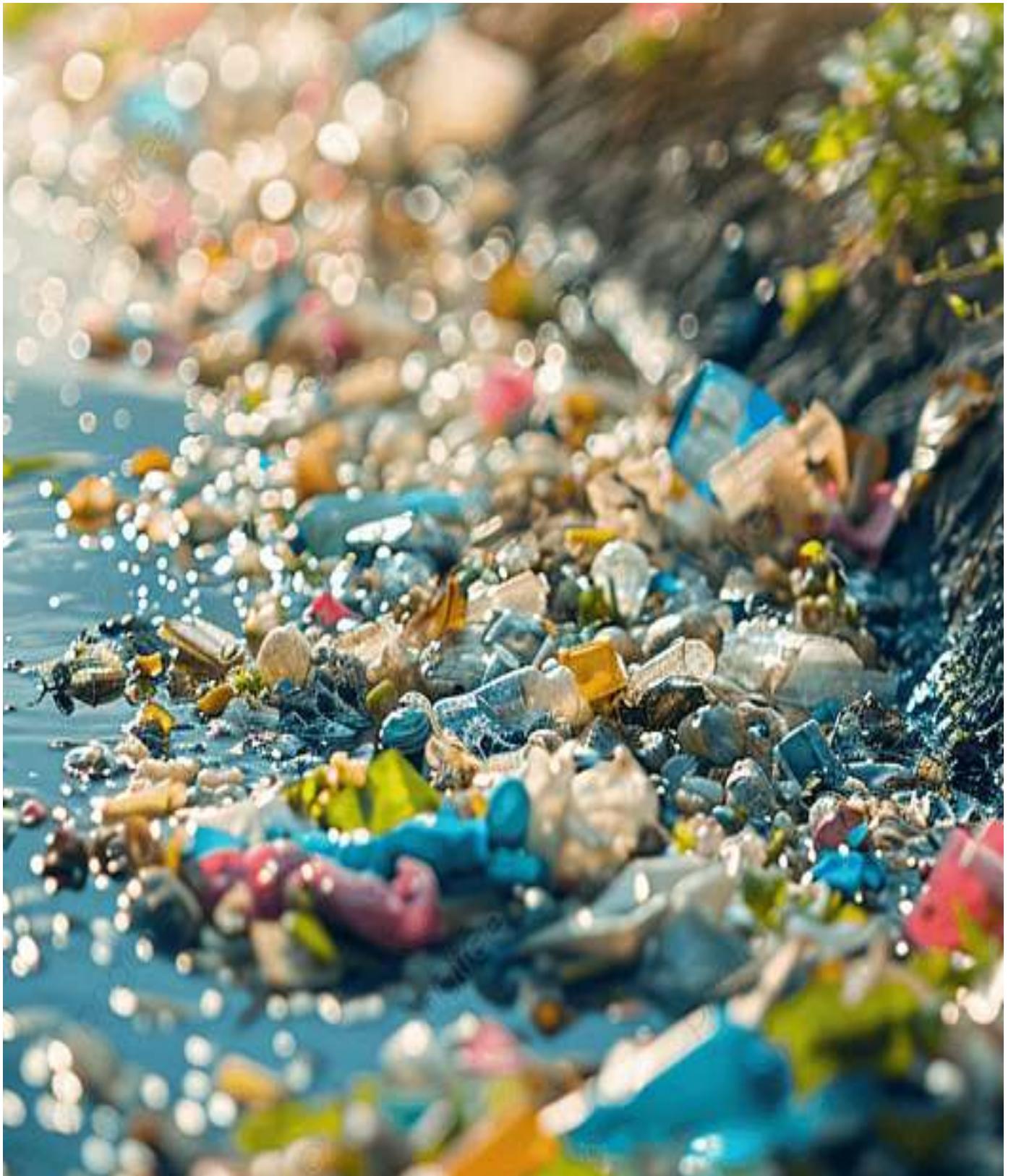
### GRI 306-1

In 2024, KP strengthened governance in hazardous waste management through robust environmental and compliance frameworks, ensuring accountability and adherence to legal and regulatory standards. Procedures for handling hazardous waste were developed and aligned with ISO 14001:2015, while comprehensive documentation tracked generation, storage, transport, and disposal. Regular internal audits monitored compliance and identified improvement opportunities, and performance was transparently reported in sustainability disclosures. These measures reinforced governance, ensured regulatory compliance, mitigated environmental and reputational risks, and demonstrated KP's commitment to responsible environmental stewardship, promoting safe operations and long-term sustainability across its operations.

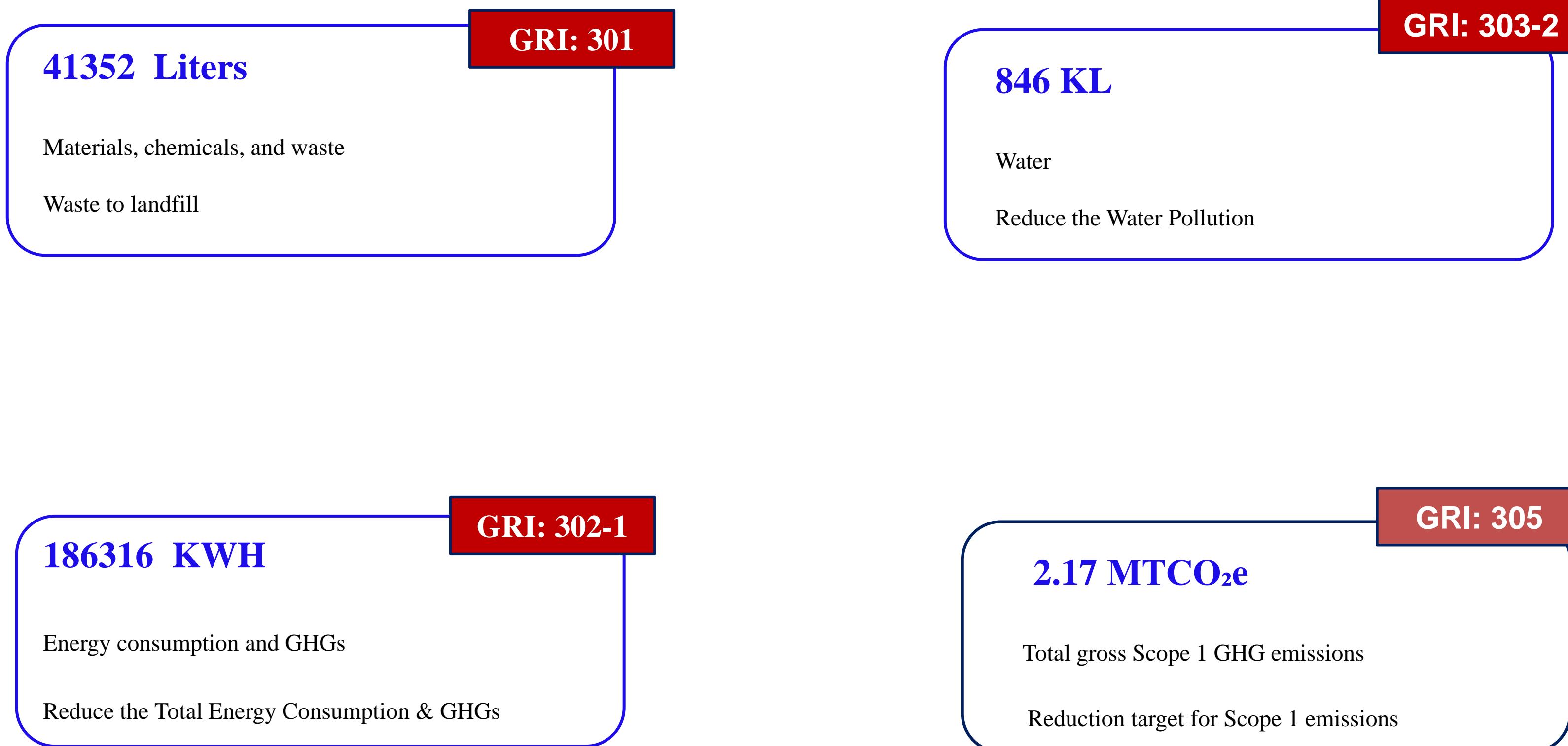
## Management of significant waste-related impacts

### GRI 306-2

In 2024, KP implemented comprehensive procedures for labeling, sorting, and handling hazardous waste to safeguard employees, communities, and the environment. All hazardous waste streams were clearly labeled to prevent accidental exposure, and waste was segregated by type and risk level for safe storage and disposal. Employees received training on proper handling, storage, and transportation of hazardous materials, while awareness was raised about associated environmental and health risks. These measures reduced workplace hazards, enhanced employee safety, and promoted responsible waste management practices, contributing to a healthier work environment and reinforcing KP's commitment to community and environmental protection.

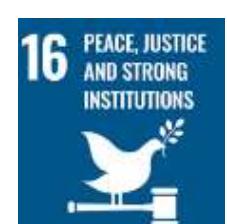


## ENVIRONMENT PERFORMANCE DATA



# SOCIAL

UN SDGs aligned



## Minimum Notice Periods Regarding Operational Changes

### GRI 402-1

KP in India ensures fair and safe working conditions by upholding ethical employment practices, equal opportunities, and open communication between management and employees. Through ESG integration, the company promotes decent work hours, adequate wages, and respect for labor rights. Regular engagement, grievance mechanisms, and continuous workplace improvements foster a positive environment aligned with GRI 401 (Employment) and GRI 402 (Labor/Management Relations), reinforcing KP's commitment to employee welfare and organizational sustainability.





## Occupational health & safety

### GRI 403

In 2024, KP achieved ISO 14001:2015 and ISO 45001:2018 certifications, reinforcing its commitment to environmental protection, workplace safety, and employee well-being. Systematic processes were implemented to manage environmental aspects, minimize risks, and ensure regulatory compliance. Occupational health and safety measures were strengthened to provide a safe and secure workplace. Regular training sessions and awareness programs were conducted to educate employees on safety practices, emergency preparedness, and environmental responsibilities. These initiatives foster a culture of safety and sustainability, demonstrating KP's proactive approach to protecting its workforce, communities, and the environment while maintaining operational excellence.

In 2024, KP prioritized employee development to strengthen sustainability and responsible business practices. A comprehensive training program addressed both technical and behavioral competencies. Environment-focused sessions covered energy conservation, climate action, water management, recycling, and safe handling of waste and hazardous materials. Health and safety training emphasized workplace risks, emergency preparedness, and accident prevention. Employee well-being programs promoted inclusivity, harassment prevention, and career development. Additionally, skills development initiatives enhanced technical expertise and fostered continuous professional growth. These efforts equipped employees with the knowledge and capabilities to contribute effectively to KP's ESG goals and support a safe, inclusive, and sustainable workplace.



## Occupational Health and Safety Management System

### GRI 403-1

KP in India prioritizes employee health and safety through robust workplace practices, regular training, and continuous risk assessment. The company integrates ESG principles to foster a safe, hygienic, and compliant work environment across all operations. Preventive maintenance, emergency preparedness, and wellness programs ensure the well-being of all employees. KP aligns its initiatives with GRI 403 (Occupational Health and Safety), demonstrating a proactive commitment to zero harm and sustainable workforce protection.



## Hazard identification, risk assessment, and incident investigation

GRI 403-2

In 2024, KP strengthened workplace safety by conducting emergency mock drills addressing hazards such as equipment accidents, fires, chemical spills, explosions, and falls. Scenario-based drills tested readiness, improved response times, and ensured employee safety in line with international best practices. Employees received hands-on training in evacuation, first aid, firefighting, and spill containment, while drill outcomes were reviewed to identify gaps and enhance preparedness. Participation across all operational levels fostered a culture of safety. These initiatives enhanced employee confidence, reduced risks, and improved emergency response capabilities, contributing significantly to employee well-being and overall workplace resilience.



## Skills and Programs for Upgrading Employee Transition Assistance Programs

### GRI 404-2

KP in India is committed to developing employee skills and career growth through structured training programs, mentorship, and continuous learning initiatives. By integrating ESG principles, the company ensures that employees are equipped with technical expertise, leadership capabilities, and awareness of sustainable practices. Regular performance reviews and development plans promote professional advancement, aligning with GRI 404 (Training and Education) and supporting KP's goal of building a skilled, motivated, and future-ready workforce.



## Incidents of discrimination and corrective actions taken

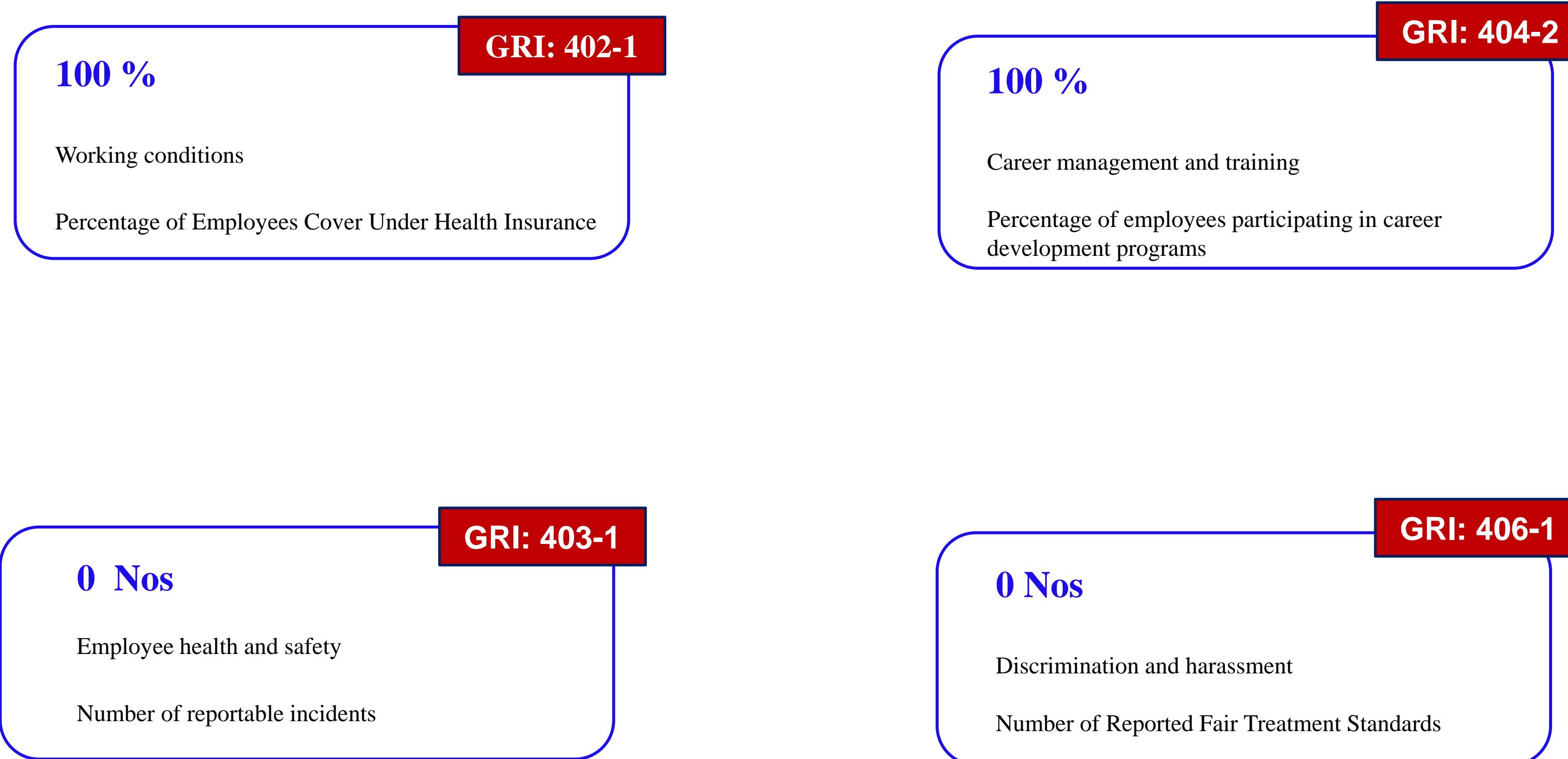
GRI 406-1

In 2024, KP promoted an inclusive and respectful workplace, maintaining a safe and harassment-free environment. The company achieved zero reported incidents of discrimination or harassment, reflecting the effectiveness of its policies and training programs. Clear policies on workplace discrimination and harassment were implemented, supported by comprehensive training on respectful behavior, diversity, and inclusion. A confidential grievance mechanism encouraged reporting and ensured prompt resolution of concerns, while awareness campaigns reinforced a culture of fairness and equality. These initiatives strengthened employee engagement, productivity, and organizational culture, demonstrating KP's commitment to a safe, supportive, and inclusive work environment.

KP in India maintains a zero-tolerance policy toward discrimination and harassment, ensuring a respectful and inclusive workplace for all employees. The company integrates ESG principles by promoting diversity, gender equality, and ethical conduct through awareness programs and grievance redressal mechanisms. KP enforces strict disciplinary measures against any form of bias or misconduct, aligning with GRI 406 (Non-Discrimination) to uphold fairness, dignity, and equal opportunity across its manufacturing operations.



# SOCIAL PERFORMANCE DATA





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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** : 11<sup>th</sup> April, 2025

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

**Authorized Representative (Assurer):**

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)

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

Signature : 

