

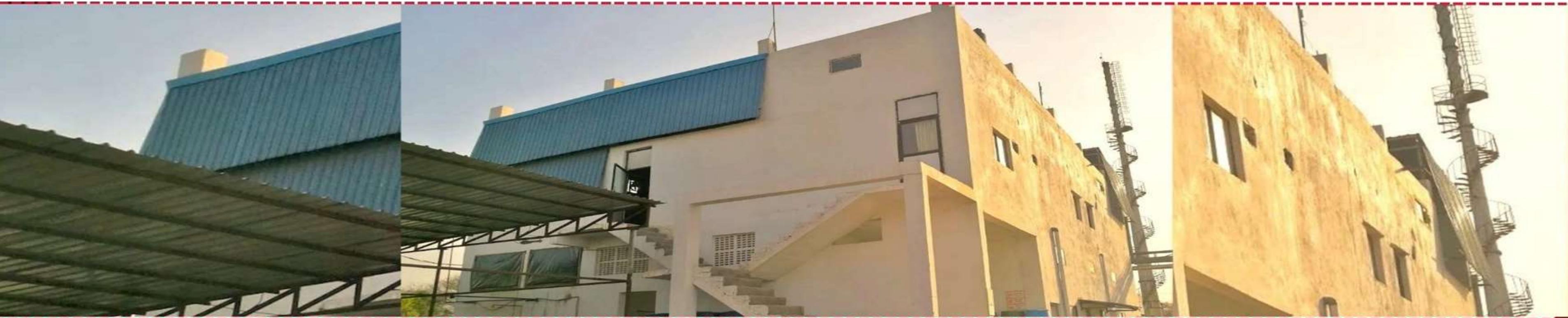
Asterisk Chemicals Private Limited

Manufacturing Facility : Plot No. 68-B, Industrial Area, Maksi, Dist. Shajapur - 465106. Madhya Pradesh, India.

Registered Address : 54, BHS, Allapur, Prayagraj – 211006. Uttar Pradesh, India.

CORPORATE SUSTAINABILITY REPORT

(FOR THE YEAR APRIL 2024 – MARCH 2025)



Doc No :
ACPL/ESG/350

Rev No : 00

Date:
16th April, 2025

Issued by :
Director



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Managing Director's Message On Sustainability



At ACPL, we believe that sustainability is not only a responsibility but also a powerful driver of long-term growth and value creation. As a company engaged in the manufacturing, trading, and distribution of flavor and fragrance ingredients, we understand the unique role we play in shaping healthier lifestyles, protecting natural resources, and ensuring ethical practices throughout our value chain. This Sustainability Report reflects our ongoing commitment to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. We have taken meaningful steps to reduce our environmental footprint by optimizing energy consumption, promoting waste reduction, and encouraging responsible sourcing practices. Recognizing the importance of biodiversity and natural ecosystems, we are increasingly aligning our procurement strategies with sustainable alternatives to safeguard the resources on which our industry depends. Our people remain at the heart of ACPL. We continue to invest in a safe, inclusive, and empowering workplace that promotes diversity, employee well-being, and continuous learning. Good governance is central to our progress. By adhering to the highest standards of ethics, compliance, and accountability, we ensure that our stakeholders can place their trust in our business practices. As we move forward, ACPL remains dedicated to innovation, collaboration, and sustainability, reinforcing our vision of creating long-lasting value while contributing positively to society and the environment.

Managing Director
Asterisk Chemicals Private Limited

Welcome to Asterisk Chemicals

Pioneering Responsible Chemistry for a Better World

A leading manufacturer in the global aroma chemicals industry. Our commitment to sustainability is deeply ingrained in every aspect of our operations. We proudly utilize advanced, green technologies to produce superior aroma ingredients, helping to shape a more sustainable future without compromising on quality or performance.

Since year 2000 we have continued to revolutionize the specialty chemicals industry, one sustainable solution at a time. Our products are not just inspired by nature, they are a tribute to nature – sustainably crafted, responsibly sourced, and designed to exceed your expectations.



Our Mission

Our mission is to revolutionize the aroma industry by harnessing the power of nature through innovative, sustainable technologies. We are not just creating aroma ingredients; we're creating a better future for our planet.

Why Choose Us

Scalable Sustainable Technologies: We combine age-old wisdom with modern green chemistry to create ingredients of exceptional quality at industrial scale.

Global Experience: Since year 2000, we're proud to serve customers in Asia, EU, and Americas delivering consistently high-quality ingredients with the service to match.

Innovation Leaders: We're at the forefront of innovation in the chemicals industry, constantly researching and developing new ways to minimize our environmental footprint.



Our Commitment to Sustainability

At Asterisk, we are committed to a greener, healthier planet. We invest in the latest sustainable technologies, employ eco-friendly processes, and partner with responsible suppliers to ensure our operations respect and preserve our environment.

Join Our Journey

Experience the difference with Asterisk. Explore our range of aroma ingredients crafted with care and commitment. Let's build a sustainable future together.

Harnessing the Power of Green Technology

At Asterisk Chemicals, we believe in the transformative power of technology to promote sustainable development. We leverage advanced technologies to create aroma ingredients while minimizing our environmental impact.

Our commitment to innovation allows us to offer high-quality products without compromising our respect for nature.

Read below to find out about our proprietary technologies.



Sustainable Technologies



We've adopted several groundbreaking technologies that allow us to operate with high efficiency while reducing waste and energy consumption. These include:

IONIC LIQUID CATALYSIS: At Asterisk, we've pioneered a game-changing chemical manufacturing technology that utilizes an innovative ionic liquid catalyst. This transformative approach dramatically decreases waste, reducing it by an impressive 92%.

By optimizing the catalytic process, we've achieved unprecedented purity levels in our products, delivering superior quality consistently. The earlier dirty technology employed hazardous and corrosive acids which caused charring of the product and huge waste water generation.

By utilizing our breakthrough catalytic system we successfully commercialized our alkylation and methylation plants.



VAPOR PHASE ZERO: We've successfully implemented vapor phase reaction equipment, revolutionizing our production process. This cutting-edge setup leverages the versatility of a generic glass-lined reactor, taking our sustainability practices to new heights. During the 4 years in development we modified the agitator design and rotation pattern and included our modified glass vapor column. The true marvel of this technology is its ability to reduce solvent usage to an unprecedented zero. By carrying out reactions in the vapor phase, we've eliminated the need for traditional solvents altogether, making our manufacturing process significantly more eco-friendly. We have utilized this technology in our acylation plant, enabling us the manufacture acetates with wastage as less as 2-3% of product quantity.

GREEN SOLVENT: At Asterisk, we've taken a significant step towards a greener future with the introduction of our revolutionary Green Solvent technologies. By replacing harmful traditional solvents and Volatile Organic Compounds (VOCs) with modern, environmentally friendly alternatives, we've significantly reduced our ecological footprint. But our commitment to sustainability doesn't compromise productivity. Our Green Solvent technologies have output equivalent to older technologies. We have successfully applied this technology in acid-base exchange reactions in several of our products. This major advancement represents a win-win scenario, marking a key milestone in our journey towards greater efficiency and environmental responsibility.

SOLVENT FREE PURIFICATION: Embracing our commitment to sustainable practices, Asterisk has introduced an innovative solventless purification process for solid materials. We perform this operation within a specially engineered, oxygen-free, reduced pressure chamber. The ingenuity of this process lies in its simplicity and efficiency. The solid material is carefully melted under this controlled atmosphere, then it systematically maintained to the triple point of the product. The product in this stage exists in all three phases. The solid phase has the pure product and gas phase has low boiling volatiles. Our specialized equipment extracts this pure phase to give us the pure product.

This method eliminates the need for potentially harmful solvents, significantly reducing our environmental impact. Moreover, the process guarantees an exceptionally pure end product, demonstrating our uncompromising commitment to quality. We have successfully converted more than 50% of our solvent extraction plant to solvent free.



Our Coal-Free Commitment:

At Asterisk, we've made a decisive shift from coal to greener energy. By harnessing agro and wood waste from local industries, we've replaced non-renewable coal with sustainable fuel sources. This transition is a significant stride in reducing our carbon footprint and turning waste into a resource, demonstrating our unwavering commitment to a sustainable future.

The project started in 2019, yielded results in 2022. Since 2022, we're 100% coal free.

Water Stewardship and Zero Liquid Discharge:

We believe that responsible water management is crucial to sustainable development. In line with this ethos, we've instituted significant measures to maximize water efficiency in our operations.

Notably, in 2021, we established a dedicated Water Recovery Plant, a testament to our commitment towards conserving this vital resource.

Our sophisticated water recovery system enables us to recycle wastewater from our processes and plant utilities. This closed-loop system significantly reduces our demand for fresh water and ensures that we have no wastewater discharge.

Through these initiatives, we have proudly achieved a Zero Liquid Discharge (ZLD) status. As a ZLD facility, we ensure that no liquid effluent is discharged from our plant, reflecting our unrelenting commitment to the environment. By prioritizing water stewardship, we're creating a ripple effect of positive change, inspiring sustainability, and preserving our planet for future generations.

Harvesting Rain:

At Asterisk, we're transforming rainfall into a valuable asset with our Rainwater Collection Initiative. By harvesting and reusing rainwater in our production processes, we're reducing our dependence on traditional water sources and minimizing our environmental footprint. It's a practical, yet innovative step towards sustainability, proving that every drop truly counts.

Growing Green:

We've set aside one-third of our property for green belt development. This lush expanse doesn't just add beauty; it plays a crucial role in the well-being of our workers and enriches local biodiversity. The greenery provides a tranquil, refreshing environment for our employees, promoting mental well-being and productivity.

Additionally, our green belt has become a haven for birds, creating an eco-friendly habitat that encourages diverse species to thrive. It also helps in soil preservation, preventing erosion and maintaining soil health by improving its structure and nutrient content. We're proud to cultivate a space that not only sustains us but also contributes positively to our ecosystem.

Ongoing Initiatives: Our Shift to Renewable Energy

At Asterisk, we're committed to being part of the solution to global climate change. To demonstrate this commitment, we've embarked on an ambitious initiative to transition 50% of our power consumption to renewable energy sources.

This ongoing endeavor involves a strategic shift to cleaner, sustainable energy options such as solar, wind, and hydroelectric power. It's a significant stride towards reducing our carbon footprint and embracing energy that aligns with our commitment to sustainability.

Our Commitment to Sustainability

We are dedicated to advancing sustainability in the aroma ingredients industry. Through our continuous investment in green technology and sustainable practices, we are driving change and setting new standards.

Our commitment doesn't stop at our production process. We work closely with our customers, helping them understand the sustainable journey behind our products. Our goal is to inspire a wider commitment to sustainability, extending beyond our company and into the homes and businesses of our clients. Join Us in Building a Sustainable Future

At Asterisk Chemicals, we are committed to building a sustainable future, one aroma ingredient at a time. Discover our range of sustainably produced aroma ingredients and join us on this exciting journey.

Our Products

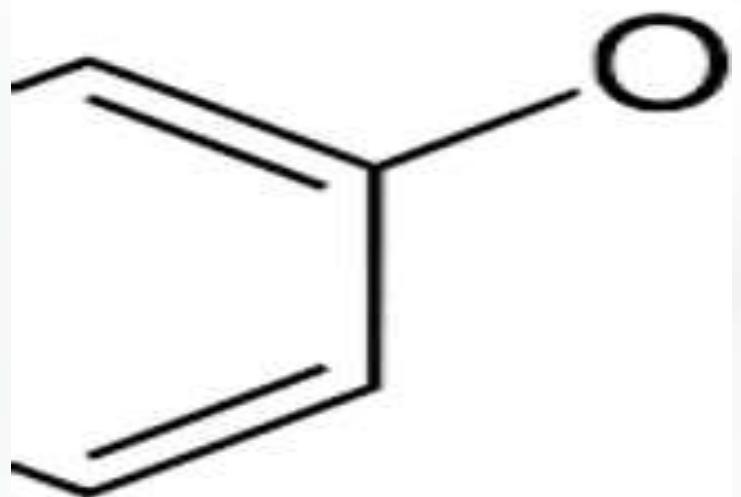
Delight in our diverse range of aroma ingredients, each one a testament to our commitment to quality and sustainability. Discover how Asterisk Chemicals can transform your product offerings and contribute to a greener world.



Nerolin Bromelia

A soft, long-lasting neroli/orange-flower note, nerolin bromelia (beta-naphthyl ethyl ether) is closely related to nerolin yara yara (beta-naphthyl methyl ether), but with less of the harsh naphthyl note.

Crystal and semi-solid available.



CAS 93-18-5

Synonyms

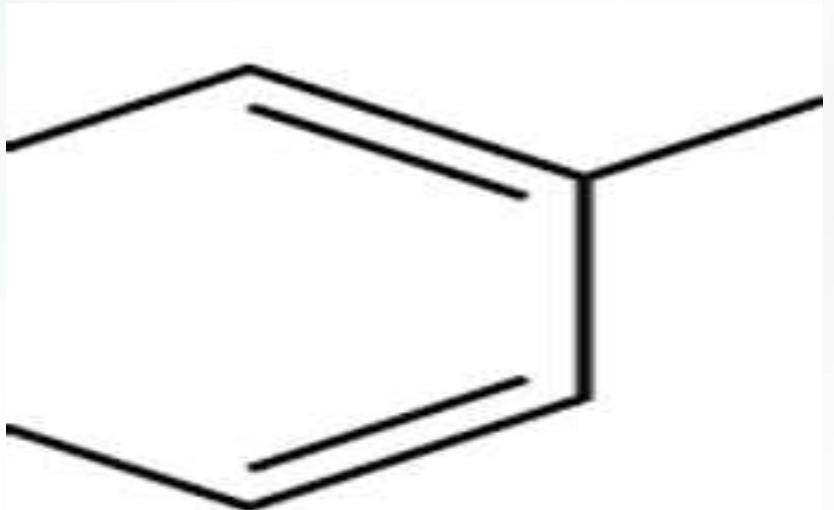
beta-naphthyl ethyl ether



Nerolin Yara Yara

A powerful traditional perfumery material with a sweet floral aroma of orange blossom, acacia and neroli. Widely used in classic fragrances. This is a highly refined >99% pure grade, made especially for use in perfumery.

Export, Domestic and Ultra Grade available.



CAS 93-04-9

Synonyms

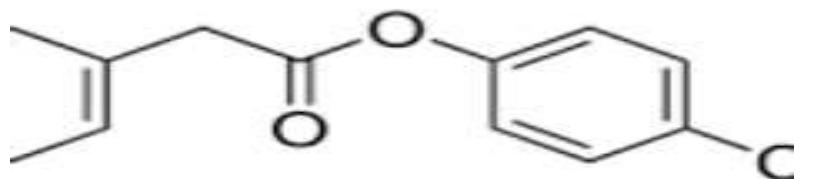
beta-Naphthyl methyl ether, Nerolin 1, Yara-Yara, beta-Naphthyl methyl ether Crystals



Para Cresyl Phenyl Acetate

Para-Cresyl Phenyl Acetate is a resemblance to sweet floral bouquet consisted of rose, narcissus, ylang-ylang, lily, hyacinth, narcissus, tuberose, lily-of-the-valley and so on. It also has a urine, medicinal, phenolic and honey like scent.

Available in crystals.



CAS 101-94-0

Synonyms

1,2-Tolyl phenylacetate; Cresyl Phenyl Acetate Para; Narcissin





Inception

Our story at Asterisk Chemicals began in 2000 with a singular vision: to manufacture inorganic molecules and value-added bromo compounds (as Hindustan laboratories). Founded on the principles of excellence and innovation, we quickly distinguished ourselves in the chemical manufacturing industry. Our journey took a new turn in 2014 when we expanded our operations to Maksi, near the commercial hub of Indore, laying the foundation of our aroma ingredient manufacturing plant. This expansion marked a new era for Asterisk, one characterized by an ever-increasing commitment to sustainable practices and green technologies.

Ethos



The scientists and engineers at Asterisk didn't just adapt to the green synthesis trend; they embraced it wholeheartedly. Every product we develop, every technology we adopt, is a testament to our unyielding commitment to sustainability. Our team's innovative spirit has empowered us to consistently improve our processes, to minimize our environmental footprint and maximize our positive impact.

Looking ahead, we recognize that the chemical manufacturing industry is poised for significant growth in the next several decades. As we move forward, we're not just growing – we're evolving. Our strategic plan involves not only riding this wave of growth but shaping the direction it takes. Our aim is to lead the industry towards a more sustainable future, setting new benchmarks for environmental responsibility and creating a world where progress and planet go hand in hand.

Our Vision

We envisage a world where sustainability and premium quality go hand in hand. Our vision guides us as we strive to create the finest aroma ingredients, while setting new industry standards in eco-friendly production and operation.

Our Values

Innovation: We are committed to innovation, constantly exploring and adopting advanced sustainable technologies in our processes.

Sustainability: We prioritize sustainability at every level of our operation, believing in a business model that respects and preserves our environment.

Quality: We are dedicated to delivering aroma ingredients of the highest quality, consistently meeting and exceeding our clients' expectations.

Global Reach: We are a global company, serving clients around the world with our premium products and unparalleled service.

Our Promise

At Asterisk, we promise to stay true to our roots. As we grow and evolve, we will remain committed to our values of innovation, sustainability, quality, and global reach.

We will continue to create superior aroma ingredients that not only delight the senses but also contribute positively to our world.

Join Our Journey

Become a part of our vision for a sustainable, aroma-filled future. Let's make a difference, together.





News & Updates

Welcome to the Asterisk Chemicals newsroom! Stay updated with the latest news, innovations, and events from Asterisk. We're committed to sharing our journey and keeping you informed about our strides in sustainable technologies and superior aroma ingredients production.

Join Our Journey

At Asterisk Chemicals, we are driven by our passion for creating superior aroma ingredients and our commitment to sustainable practices. We're always looking for talented individuals who share our vision and are ready to make a difference. If you're looking to join a dynamic, globally recognized company that values innovation, teamwork, and sustainability, we'd love to hear from you.

We invite you to join us in our mission to create superior, sustainable manufacturing facility. Come be part of our global team and let's make a positive impact together.

Why Choose Asterisk Chemicals?

Innovative Environment: We pride ourselves on fostering a culture of innovation, where fresh ideas are encouraged, and every team member has the opportunity to contribute.

Sustainable Practices: Join a company that is truly committed to sustainability. With us, you can be part of a team that makes a tangible difference to our planet.

Teamwork and Collaboration: We believe in the power of collaboration. Our team works closely together to achieve our goals, supporting each other every step of the way.

Growth Opportunities: We're dedicated to the professional development of our employees, offering opportunities for growth and advancement in a wide range of roles.

Introduction to Sustainability Report

This report is made as per GRI standards



At ACPL, we take pride in being a leading Indian company engaged in the manufacturing, trading, and distribution of flavor and fragrance ingredients, serving diverse industries that touch millions of lives every day. As part of our ongoing commitment to responsible business practices, this Sustainability Report reflects our efforts to integrate Environmental, Social, and Governance (ESG) principles into every aspect of our operations. It demonstrates how sustainability is not just an addition to our business strategy but an essential element that drives our long-term success, innovation, and stakeholder trust. We recognize that our operations have a direct impact on the environment, society, and economy. Therefore, we are dedicated to reducing our environmental footprint, optimizing resource consumption, minimizing waste, and promoting cleaner production practices. On the social front, we prioritize employee well-being, workplace safety, diversity, and skill development, ensuring that our workforce grows alongside the company. Our governance framework emphasizes ethical business conduct, transparency, compliance, and accountability, ensuring that all decisions align with our corporate values and stakeholder expectations. This report outlines ACPL's sustainability strategy, performance highlights, and ongoing initiatives designed to create shared value. Through continuous improvement and stakeholder engagement, we aim to contribute to the United Nations Sustainable Development Goals (SDGs) and foster a more sustainable and inclusive future. **This Report is prepared in accordance with GRI Standards.**

Organizational Details

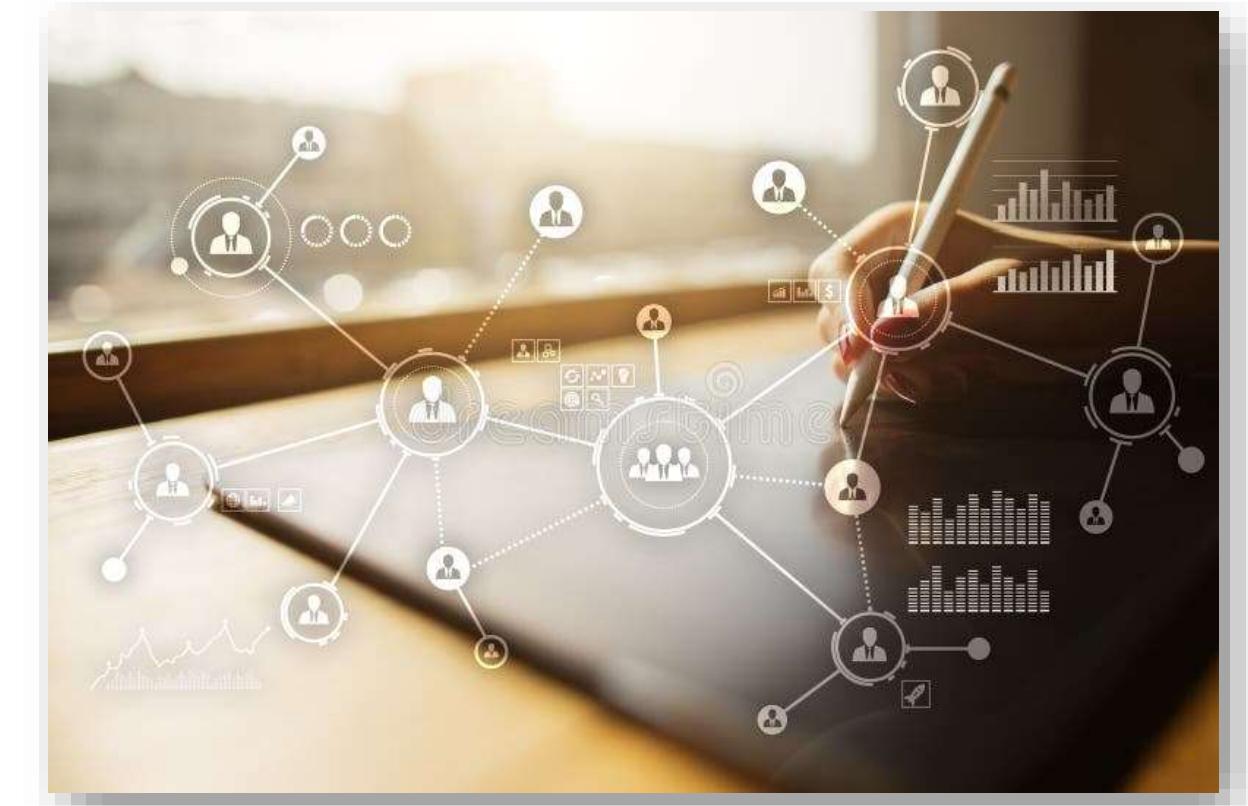
Legal Name : Asterisk Chemicals Private Limited

Nature of ownership and legal form : ACPL

Location of its headquarters : **Manufacturing Facility:** Plot No. 68-B, Industrial Area, Maksi, Dist. Shajapur- 465106. Madhya Pradesh, India.
Registered Address: 54, BHS, Allapur, Prayagraj – 211006. Uttar Pradesh, India..

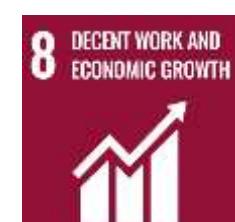
Countries of operation : India

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



GOVERNANCE

UN SDGs aligned



List of Material topics

Governance

- Ethical Business Conduct and Integrity
- Compliance with Laws and Regulations
- Anti-Corruption and Anti-Bribery Practices
- Transparency and Accountability in Operations
- Data Privacy and Information Security
- Board Oversight and Leadership Commitment
- Risk Management and Internal Controls
- Stakeholder Engagement and Communication
- Responsible Procurement and Supply Chain Governance
- ESG Performance Monitoring and Reporting

Environment

- Energy Efficiency and Conservation
- Greenhouse Gas (GHG) Emissions Reduction
- Water Conservation and Management
- Waste Reduction and Recycling
- Air Emission Control
- Sustainable Sourcing of Raw Materials
- Chemical and Hazardous Waste Management
- Resource Efficiency and Circular Economy Practices
- Biodiversity and Ecosystem Protection
- Climate Change Mitigation and Adaptation Strategies

Social

- Employee Health, Safety, and Well-being
- Diversity, Equity, and Inclusion (DEI)
- Fair Wages and Decent Working Conditions
- Employee Training and Skill Development
- Human Rights Protection and Labor Standards
- Community Development and Social Impact Initiatives
- Employee Engagement and Retention
- Customer Health and Safety
- Supplier Social Responsibility and Fair Practices
- Whistleblower Protection and Grievance Mechanisms

List of stakeholder groups

GRI 102-40

We conducted comprehensive stakeholder engagement to understand the expectations, concerns, and priorities of our employees, customers, suppliers, and local communities. Through surveys, meetings, and feedback sessions, we actively listened to their perspectives, enabling us to identify key areas for improvement and align our strategies with stakeholder needs. This initiative strengthened our dialogue with all stakeholders, fostering transparency, trust, and collaboration. Insights gathered informed decision-making across operational, social, and environmental dimensions, ensuring our actions are responsible and inclusive. Overall, stakeholder engagement has enhanced our relationships, reinforced accountability, and contributed to sustainable business growth.



Policy commitments

GRI 2-23

In 2024, ACPL successfully maintained its certifications in three internationally recognized management systems: ISO 9001:2015 for Quality, ISO 14001:2015 for Environment, and ISO 45001:2018 for Occupational Health and Safety. These certifications validate our robust governance structure, systematic risk management, and adherence to globally accepted operational standards. They demonstrate ACPL's commitment to continuous improvement, regulatory compliance, and transparent performance monitoring. As a result, the company strengthened its governance framework and internal controls, enhanced customer confidence and market competitiveness, and ensured systematic monitoring and review of ESG-related risks and opportunities, supporting sustainable and responsible business operations.



ACPL's governance framework ensures that policies on discrimination and harassment are clearly communicated, regularly monitored, and effectively enforced. Employees are informed of reporting mechanisms, while key performance indicators (KPIs) track the effectiveness of these policies, maintaining accountability across all organizational levels. This structured approach validates the robustness of internal policies and reporting systems, strengthens governance over employee conduct and ethical standards, and provides management with measurable insights for continuous improvement. As a result, ACPL fosters a respectful, inclusive, and ethical workplace, reinforcing employee trust and demonstrating a strong commitment to fairness and accountability throughout the organization.

Approach to stakeholder engagement

GRI 2-29

In 2024, ACPL conducted a structured materiality assessment engaging both internal and external stakeholders to identify the most significant Environmental, Social, and Governance (ESG) issues in our flavor and fragrance ingredients operations. The process aligned with international sustainability standards, customer expectations, and regulatory requirements. Outcomes guided the establishment of key performance indicators (KPIs) to monitor critical ESG dimensions, providing a robust framework for decision-making and transparent reporting. This initiative enhanced stakeholder confidence, strengthened governance and reporting structures, and improved our ability to integrate ESG risks and opportunities into strategic planning, supporting sustainable growth and accountability.



Communication and training about anti-corruption policies and procedures

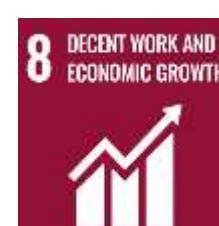
GRI 205-2

ACPL conducted targeted training programs to promote transparency, integrity, and information security across the organization. Employees received guidance on anti-corruption and bribery prevention, as well as information security and data protection. These sessions provided knowledge on relevant legal frameworks, company policies, reporting mechanisms, and best practices to ensure ethical behavior and safeguard sensitive information. As a result, ACPL strengthened its governance culture and compliance mechanisms, reduced the risks of corruption, fraud, and data breaches, and enhanced employee accountability. The initiative reinforced a culture of ethical conduct and secure, responsible management of organizational data.



ENVIRONMENT

UN SDGs aligned



GRI 302

ACPL implements an energy management system that monitors power consumption across production, blending, and storage units. Regular audits identify high-consumption equipment, enabling corrective actions such as LED lighting, inverter-based drives, and energy-efficient HVAC systems. Timely maintenance and automation reduce idle power use, while employee awareness programs encourage energy-saving behavior. The initiative helps lower operational costs, reduce carbon emissions, and align with ISO 50001 energy efficiency principles. Monthly performance tracking demonstrates tangible improvements, contributing to overall environmental sustainability and regulatory compliance. Documented records of energy audits, equipment upgrades, and utility bills serve as supporting evidence of implementation.



Water Conservation and Recycling



GRI 303

Water is essential for manufacturing flavor and fragrance ingredients, and ACPL prioritizes efficient usage. Flow meters track consumption, and wastewater from cleaning processes is treated through an in-house effluent treatment plant (ETP). Treated water is reused for gardening and utility purposes, minimizing freshwater dependency. Awareness campaigns promote responsible use, and rainwater harvesting further enhances conservation. Regular water quality testing ensures compliance with statutory norms. The initiative reduces overall water footprint, supports sustainable resource management, and demonstrates responsible environmental stewardship. Evidences include ETP operation logs, water test reports, and rainwater harvesting system photos.

Waste Segregation and Disposal Management

GRI 306

ACPL measures and monitors its carbon footprint to identify key emission sources across manufacturing and logistics. Initiatives include optimizing transport routes, promoting shared shipments, and using energy-efficient vehicles. Plant energy consumption is reduced through automation and renewable power sourcing. Regular GHG inventories are prepared as per ISO 14064 guidelines. Awareness programs ensure every department contributes to emission reduction. This initiative aligns with national climate goals and supports global net-zero commitments. Supporting evidences include GHG audit reports, renewable energy certificates, emission calculation spreadsheets, and records of efficiency improvement projects.

Greenhouse Gas (GHG) Emission Reduction

GRI 305

ACPL ensures its ingredients and raw materials are procured from environmentally responsible and ethically compliant suppliers. Supplier evaluations include sustainability criteria such as renewable resource use, waste minimization, and ethical production practices. Preference is given to vendors certified under ISO 14001 or RSPO (for natural oils and extracts). Documentation of supply chain traceability enhances transparency and accountability. This initiative promotes biodiversity protection and supports long-term resource sustainability. Evidences include supplier sustainability assessments, certifications, purchase records, and audit summaries confirming environmentally conscious sourcing.

Air Pollution Control Measures

GRI 305

ACPL employs advanced air filtration and ventilation systems to capture volatile organic compounds (VOCs) and odor emissions from manufacturing areas. Regular ambient air quality monitoring ensures compliance with statutory norms. Exhaust systems are maintained for optimal performance, and green belts are developed around facilities to act as natural air purifiers. This initiative reflects commitment to clean air and responsible manufacturing. Evidences include stack monitoring reports, VOC emission records, ambient air quality certificates, and photos of plantation zones and air filtration units.

Chemical Handling and Spill Control

GRI 306

Given the nature of fragrance and flavor ingredients, ACPL maintains strict chemical management systems to prevent spills and contamination. Storage areas are equipped with spill containment kits, drip trays, and proper ventilation. Employees undergo periodic training on Material Safety Data Sheet (MSDS) compliance and emergency response. Routine inspections ensure adherence to chemical safety standards. This initiative reduces the risk of soil and water contamination, ensuring worker safety and environmental protection. Evidences include MSDS records, spill response training logs, incident reports, and chemical storage inspection checklists.



Biodiversity And Greenbelt Development



GRI 304

ACPL maintains a greenbelt around its manufacturing and warehouse zones to improve local biodiversity and air quality. Native trees and shrubs are planted periodically to enhance ecological balance. Landscaping efforts also mitigate heat island effects and create a healthier workspace. Collaboration with local horticultural experts ensures species diversity and sustainability. This initiative contributes to environmental enrichment and community well-being. Evidences include plantation logs, biodiversity survey reports, and photographs of greenbelt maintenance activities.

Environmental Compliance and Audit Reports

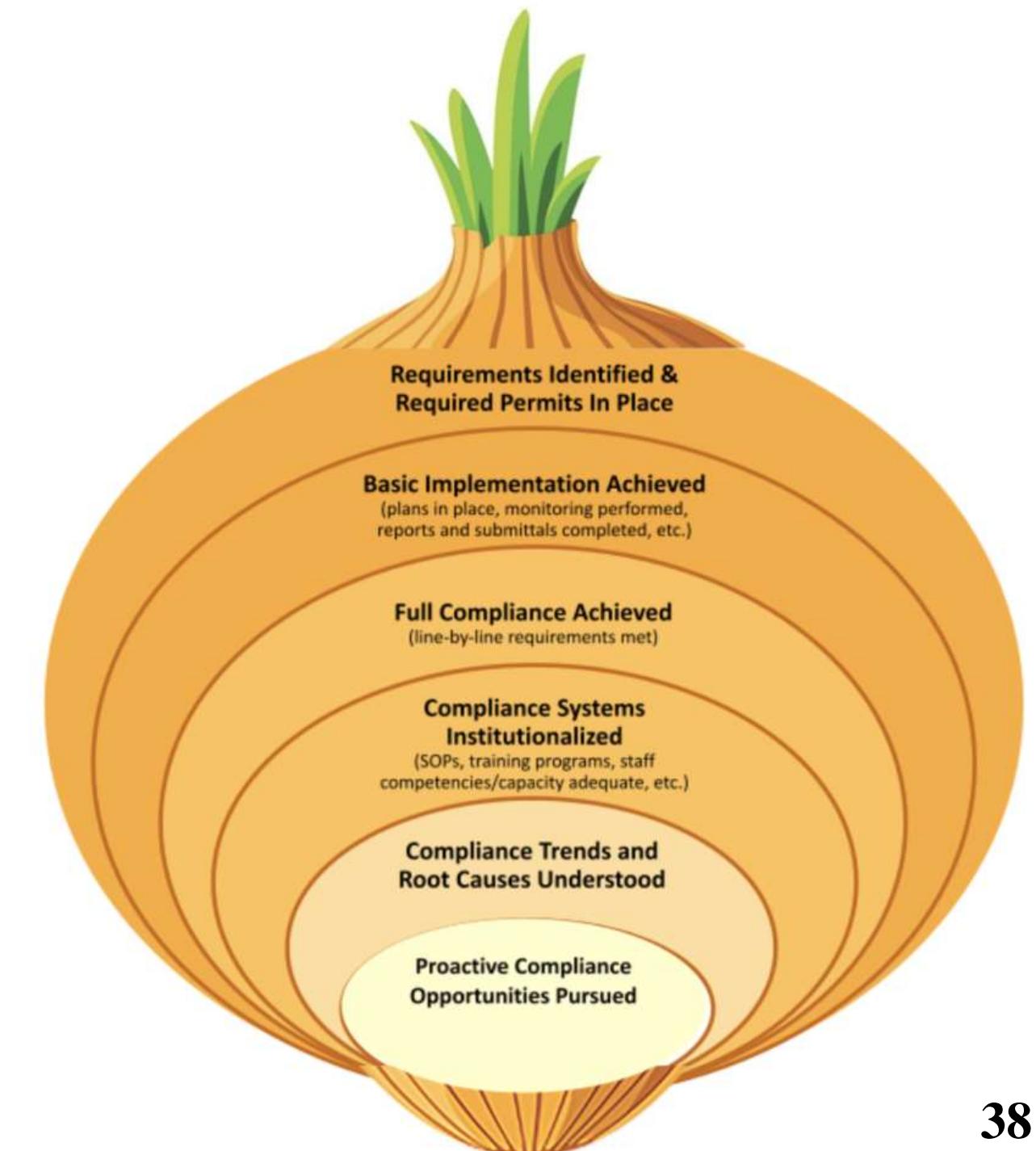
GRI 307

ACPL conducts periodic internal and external audits to verify adherence to environmental standards, including waste management, emissions, and water treatment. Corrective action plans are implemented based on audit findings. Annual environmental statements are submitted to authorities as per statutory norms. Continuous monitoring ensures compliance with the Environmental Protection Act and ISO 14001. Evidences include audit reports, compliance certificates, statutory submission acknowledgments, and corrective action closure reports.

Workplace Energy Efficiency

GRI 302

ACPL conducts regular training sessions to build employee awareness of energy conservation and climate action. The programs cover responsible energy use, process optimization, and greenhouse gas reduction techniques relevant to flavor and fragrance manufacturing. Employees are trained to identify energy-intensive operations and adopt simple yet impactful energy-saving practices. The initiative aligns with India's national climate goals and ACPL's ESG strategy. Continuous monitoring of energy performance, supported by awareness campaigns and recognition programs, ensures measurable improvements. Through capacity building and participation, ACPL empowers its workforce to contribute actively to reducing the company's carbon footprint and promoting sustainable energy practices.



Effluent Management Audit

GRI 306

ACPL regularly monitors the quality of wastewater generated from production and cleaning processes to ensure compliance with environmental standards. Samples are analyzed for key parameters such as pH, TSS, COD, and BOD in accordance with Pollution Control Board guidelines. Treated water is reused wherever possible, minimizing freshwater demand. Continuous assessments help detect inefficiencies in treatment systems and drive corrective action. All data is documented for regulatory and internal review. This initiative reflects ACPL's commitment to maintaining clean water discharge, protecting surrounding ecosystems, and upholding operational excellence through proactive environmental monitoring and compliance assurance.

Green Technology Integration

GRI 302

ACPL continually invests in upgrading technologies and equipment to enhance energy efficiency. Older machinery is replaced with energy-efficient motors, inverters, and automated control systems that optimize power consumption. Air compressors, HVAC units, and lighting systems are periodically evaluated for performance and replaced with high-efficiency alternatives such as LED and variable-frequency drives. These upgrades reduce operational energy use and lower greenhouse gas emissions. Regular energy audits validate improvements and guide future investments. The initiative supports both cost optimization and sustainability, ensuring ACPL's operations remain technologically advanced, environmentally responsible, and compliant with international energy management standards.



ACPL maintains a robust Environmental Emergency Management Plan to address unforeseen incidents such as chemical spills, fire outbreaks, or accidental emissions. Dedicated response teams are trained to implement containment, evacuation, and reporting protocols effectively. Emergency equipment such as spill kits, alarms, and extinguishers are strategically placed across the facility. Periodic mock drills are conducted to evaluate preparedness and response time. The plan ensures minimal environmental impact, protects employee safety, and complies with statutory requirements. This proactive initiative demonstrates ACPL's commitment to maintaining a resilient and environmentally safe workplace under all operating conditions.

Chemical Safety Education

ACPL organizes specialized training programs on the safe handling, storage, and disposal of waste and hazardous materials used in production. Employees learn about labeling standards, personal protective equipment (PPE), Material Safety Data Sheet (MSDS) interpretation, and emergency response actions. The sessions emphasize regulatory compliance and pollution prevention. Through periodic refreshers and visual guidelines displayed at work areas, ACPL ensures that all staff understand their roles in minimizing environmental risk.

Segregation Compliance Program

GRI 306

ACPL has implemented an organized internal waste segregation system, classifying waste into hazardous, recyclable, biodegradable, and general categories. Color-coded bins and labeled collection points are installed across all departments to ensure accurate sorting at source. Trained staff handle segregation, and authorized recyclers or disposal vendors manage the final treatment. Regular audits monitor compliance with the system, while awareness campaigns reinforce responsible disposal habits. This initiative minimizes contamination, supports recycling, and aligns with Pollution Control Board regulations. ACPL's systematic approach ensures efficient waste handling and contributes to a cleaner, more sustainable operational environment.

Green Fleet Management

GRI 302

ACPL takes multiple measures to reduce transportation-related emissions across its logistics operations. Route optimization, vehicle load consolidation, and the use of fuel-efficient or shared transport options help lower fuel consumption. Maintenance schedules ensure vehicles operate efficiently, minimizing exhaust emissions. The company encourages the use of electric or low-emission vehicles for short-distance deliveries wherever feasible. Collaboration with logistics partners ensures sustainability criteria are integrated into contracts. This initiative supports carbon reduction goals and enhances overall supply chain efficiency, demonstrating ACPL's commitment to responsible logistics and contribution to cleaner air and climate protection.

Smart Water Management

GRI 303

ACPL employs modern technologies to reduce water consumption across manufacturing and utility areas. Flow meters, automatic shut-off valves, and low-flow fixtures are installed to optimize usage. Process modifications ensure minimal water dependency during cleaning and blending operations. Treated water from the Effluent Treatment Plant (ETP) is reused for non-process applications such as gardening and floor washing. Regular monitoring identifies improvement opportunities and prevents wastage. This initiative reduces freshwater intake, supports water stewardship goals, and aligns with ACPL's ESG commitment to responsible resource management and long-term environmental sustainability

Clean Power Initiative

GRI 302

To reduce dependence on fossil fuels, ACPL invests in renewable energy sources such as solar power and certified green electricity. Rooftop solar installations and renewable energy purchase agreements contribute to lowering Scope 2 emissions. Regular tracking ensures renewable energy constitutes an increasing share of total consumption. The initiative aligns with India's renewable energy targets and global sustainability goals. It not only reduces operational carbon emissions but also stabilizes energy costs and enhances brand credibility. ACPL's renewable energy commitment demonstrates environmental leadership and continuous progress toward a sustainable, low-carbon future.



Effluent Recovery System

GRI 303

ACPL promotes water sustainability through advanced recycling and reuse systems. Treated effluent from the in-house Effluent Treatment Plant (ETP) is used for non-process applications, while condensate recovery systems capture and recycle water from utility operations. Regular monitoring ensures recycled water meets required quality standards. Maintenance and process improvements continuously enhance system performance. This initiative reduces freshwater dependency, conserves resources, and supports circular water management. By integrating water reuse technologies, ACPL demonstrates its proactive commitment to efficient resource utilization and compliance with environmental norms.



Resource Efficiency Awareness

GRI 301

ACPL conducts awareness and technical training programs focused on water conservation across departments. Employees are educated on best practices such as leak detection, process optimization, and responsible water use during cleaning and manufacturing. Visual communication materials reinforce daily conservation habits. The initiative fosters a water-conscious workplace culture, ensuring every employee contributes to reducing overall consumption. Training outcomes are reviewed through audits and consumption data. By empowering employees with knowledge and responsibility, ACPL effectively integrates water stewardship into everyday operations, promoting sustainable use of this critical natural resource.

Chemical Safety Protocols

GRI 306

ACPL maintains strict protocols for labeling, storing, handling, and transporting hazardous substances used in flavor and fragrance production. All containers are clearly labeled with hazard classifications and handled by trained personnel using appropriate PPE. Storage areas feature spill containment systems, fire safety equipment, and proper ventilation. Transportation follows national safety guidelines and involves authorized carriers. Periodic inspections and audits ensure ongoing compliance. This initiative minimizes the risk of spills, exposure, and environmental contamination, ensuring the safety of employees, communities, and ecosystems while meeting statutory environmental protection standards.

Materials



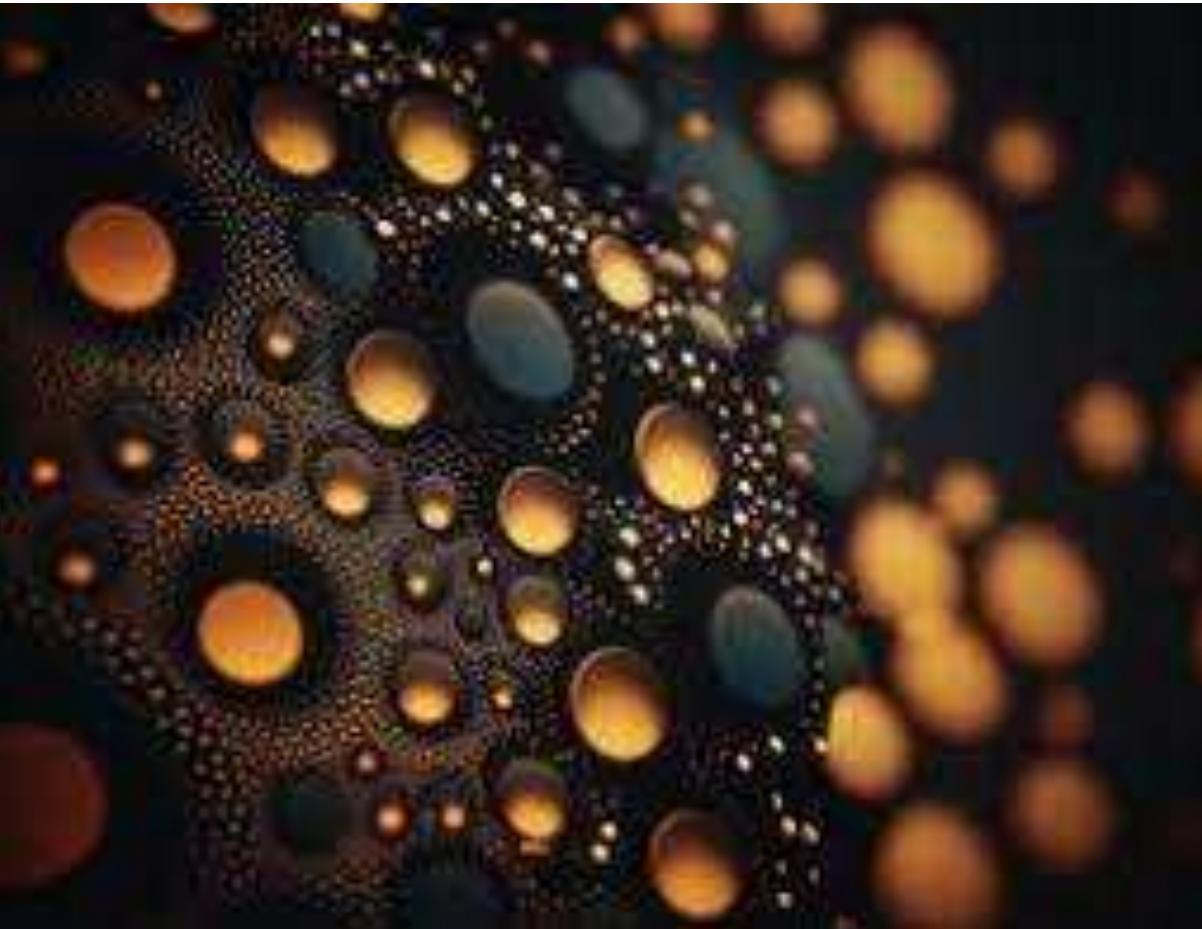
GRI 301

ACPL is committed to responsible management of materials, chemicals, and waste across its operations. The company tracks raw material usage, promotes efficient consumption, and prioritizes sustainable sourcing where feasible. Chemical handling follows strict safety and compliance protocols to minimize environmental and health risks. ACPL implements waste reduction strategies, including segregation, recycling, and safe disposal of hazardous and non-hazardous waste. Regular audits and process optimizations ensure minimal environmental impact. These initiatives demonstrate ACPL's dedication to sustainable operations, resource efficiency, and ESG integration, fostering a safer workplace and contributing to a circular economy.

At ACPL, we are committed to responsible material usage, safe chemical handling, and sustainable waste management throughout our manufacturing and distribution processes. We prioritize the use of eco-friendly and recyclable materials wherever feasible and ensure strict compliance with chemical safety standards. Our operations emphasize waste reduction at the source, segregation of hazardous and non-hazardous waste, and responsible disposal through authorized recyclers. By integrating ESG principles, ACPL continuously improves resource efficiency, minimizes environmental impact, and promotes a circular economy approach that supports sustainable production and consumption within the flavor and fragrance industry.

Materials used by weight or volume

GRI 301-1



In 2024, ACPL strategically transitioned to using biodegradable and eco-friendly materials across its manufacturing, packaging, and distribution operations. This initiative reflects the company's governance framework, embedding environmental responsibility into procurement and operational policies. By prioritizing sustainable materials, ACPL demonstrates accountability to regulatory requirements, stakeholder expectations, and international sustainability standards. As a result, the company strengthened governance over sustainable sourcing and material selection, ensured alignment with ESG policies and regulatory compliance, and enabled transparent tracking and reporting of sustainable material adoption, reinforcing its commitment to reducing environmental impact and promoting responsible business practices.

ACPL adopted biodegradable and eco-friendly alternatives in product formulation, packaging, and operations to minimize environmental impact, reduce waste, and support circular economy practices. This initiative lowers the burden on landfills, prevents the release of harmful chemicals, and promotes sustainability across the value chain. It also raises awareness among employees and partners about the benefits of using sustainable materials. As a result, ACPL reduced its environmental footprint through responsible material use, enhanced its product sustainability profile, built customer and community trust, and contributed to circular economy goals and pollution reduction, reinforcing its commitment to environmental stewardship.

ACPL has advanced its sustainability agenda by generating renewable energy onsite and sourcing clean energy from certified suppliers. This initiative mitigates climate change impacts, reduces Scope 2 greenhouse gas emissions, and improves air quality for surrounding communities. It also fosters awareness among employees and stakeholders about the importance of clean energy adoption, encouraging environmentally responsible behavior. As a result, the company increased the share of renewable energy in its total energy mix, strengthened community and employee perception of ACPL as a responsible and future-focused organization, and reinforced its commitment to sustainable operations and climate action.

Energy

GRI 302

In 2024, ACPL conducted structured training programs to enhance employee knowledge and skills in sustainability, occupational health and safety, resource conservation, and ethical conduct. Key areas included energy and climate management, water stewardship, waste management, employee well-being, skills development, and diversity and inclusion. These initiatives fostered a culture of responsibility, continuous improvement, and innovation across the organization. As a result, employee awareness and behavior toward sustainable practices improved, workplace safety culture strengthened, operational risks reduced, engagement and morale increased, and an inclusive, respectful, and ethical workplace environment was reinforced, supporting ACPL's long-term sustainability and organizational growth.

At ACPL, we are committed to responsible material usage, safe chemical handling, and sustainable waste management throughout our manufacturing and distribution processes. We prioritize the use of eco-friendly and recyclable materials wherever feasible and ensure strict compliance with chemical safety standards. Our operations emphasize waste reduction at the source, segregation of hazardous and non-hazardous waste, and responsible disposal through authorized recyclers. By integrating ESG principles, ACPL continuously improves resource efficiency, minimizes environmental impact, and promotes a circular economy approach that supports sustainable production and consumption within the flavor and fragrance industry.

Energy consumption within the organization

GRI 302-1

In 2024, ACPL advanced its decarbonization strategy by generating and procuring energy from renewable sources, including solar and other clean technologies. This initiative supports our long-term sustainability goals and governance framework to reduce greenhouse gas emissions and dependence on fossil fuels. Mechanisms were implemented to monitor renewable energy generation and consumption, ensuring data accuracy, regulatory compliance, and transparent reporting in line with global standards. As a result, ACPL strengthened climate governance by integrating renewable energy targets into strategic planning, aligned with national and global climate goals, and improved resilience against energy price volatility and regulatory changes.



In 2024, ACPL strategically invested in advanced energy-efficient equipment and technologies to enhance operational performance and reduce energy consumption relative to industry standards. The procurement process followed a structured internal review, ensuring alignment with sustainability and governance policies, regulatory requirements, and long-term environmental objectives. These upgrades reflect ACPL's commitment to integrating sustainability into capital expenditure planning, enabling operational decisions to directly improve environmental performance. As a result, the company strengthened the alignment of investments with its sustainability strategy, established a governance framework for technology adoption with measurable energy benefits, and enhanced accountability through performance tracking of upgraded equipment.

ACPL implemented modern, energy-efficient equipment and technologies to reduce operational energy consumption and greenhouse gas emissions, improving overall process performance. These upgrades support the company's climate action objectives and minimize the environmental footprint of operations. Employees received targeted training to operate the new technologies efficiently, ensuring optimal performance and sustainable energy savings. As a result, ACPL achieved a reduction in energy intensity across operational activities, lowered GHG emissions, improved operational efficiency and cost savings, and enhanced employee technical capacity. This initiative reinforces the company's commitment to integrating sustainability into technology adoption and day-to-day operations.

ACPL actively monitors and manages energy consumption across its manufacturing and distribution operations. By implementing energy-efficient technologies, optimizing production processes, and promoting renewable energy use where feasible, the company has reduced its overall energy footprint. ACPL also tracks its greenhouse gas emissions, identifying key sources and setting reduction targets aligned with sustainable practices. These initiatives contribute to lower operational emissions, improved energy efficiency, and support India's transition to a low-carbon economy, reflecting ACPL's commitment to environmental stewardship and ESG integration.



Water

GRI 303

At ACPL, we understand that water is a critical natural resource essential to our manufacturing and distribution processes. In alignment with our ESG commitments, we actively monitor, manage, and reduce water consumption across all operations. Our initiatives focus on minimizing freshwater use, enhancing recycling and reuse systems, and preventing effluent discharge into the environment. We ensure that all wastewater is treated in compliance with local regulations before disposal. Through continuous improvement and employee awareness programs, ACPL strives to promote responsible water stewardship, ensuring sustainable resource availability for both present and future generations.



Water withdrawal by source

GRI 303-1

ACPL proactively monitored its operations by regularly testing wastewater, noise levels, and air pollution to assess and manage the environmental impacts of its manufacturing, trading, and distribution activities. These measures ensure safe operations, protect employee health, and safeguard surrounding communities while supporting broader environmental sustainability goals. Through timely identification and mitigation of risks, ACPL reduced its environmental footprint, maintained a healthy and safe workplace, ensured community well-being by monitoring and controlling emissions and pollutants, and strengthened compliance with environmental regulations and sustainability standards, reinforcing its commitment to responsible and transparent environmental management.



Management of Water Discharge-Related Impacts

GRI 303-2

ACPL prioritizes responsible water management across its manufacturing and operational facilities. The company monitors water consumption, identifies high-usage areas, and implements efficiency measures such as recycling, rainwater harvesting, and process optimization. ACPL also ensures proper treatment of wastewater before discharge, adhering to regulatory standards and minimizing environmental impact. These initiatives help reduce freshwater dependency, prevent pollution, and promote sustainable water use in the value chain. Through continuous monitoring and improvement, ACPL demonstrates its commitment to environmental stewardship, resource conservation, and integration of ESG principles in day-to-day operations.

GRI 305

ACPL actively monitors and manages its direct greenhouse gas (Scope 1) emissions from manufacturing and operational activities. The company tracks fuel consumption, process emissions, and other sources of direct GHGs, ensuring compliance with regulatory requirements and best practices. By adopting energy-efficient equipment, optimizing processes, and exploring low-emission alternatives, ACPL works to minimize its carbon footprint. Continuous measurement, reporting, and reduction initiatives reinforce the company's commitment to environmental responsibility and sustainable operations. These efforts contribute to lower emissions, enhanced operational efficiency, and alignment with global climate action and ESG objectives.

Direct (Scope 1) GHG Emissions

GRI 305-1

At ACPL, we are committed to monitoring and reducing our total gross Scope 1 greenhouse gas (GHG) emissions arising from fuel consumption and on-site energy use in our manufacturing and logistics operations. Through our ESG framework, we regularly assess emission sources, improve equipment efficiency, and promote cleaner energy alternatives. Preventive maintenance and process optimization are implemented to minimize direct carbon emissions. By setting measurable emission reduction targets and tracking performance annually, ACPL ensures continual improvement in operational sustainability and supports India's national efforts toward achieving a low-carbon, climate-resilient industrial ecosystem.



GRI 305-4

In 2024, ACPL procured certified carbon credits to actively reduce its net greenhouse gas emissions, reflecting its commitment to climate mitigation. The investment followed structured internal governance processes, ensuring alignment with the company's sustainability policy, regulatory requirements, and strategic climate objectives. This initiative forms part of ACPL's broader climate governance framework, promoting transparency, accountability, and proactive management of environmental risks associated with operations. As a result, the company strengthened governance over climate-related risk management, made measurable progress toward net-zero and climate mitigation targets, and enhanced the credibility and transparency of environmental reporting to stakeholders, reinforcing ACPL's responsible and sustainable practices.

Reduction of GHG emissions

GRI 305

ACPL actively pursued climate mitigation in 2024 by purchasing certified carbon credits to compensate for unavoidable greenhouse gas emissions. These offsets support verified emission reduction projects, including renewable energy, reforestation, and sustainable community initiatives, contributing to global climate action and reducing ACPL's operational environmental footprint. The initiative also raises awareness among employees and stakeholders about climate responsibility, fostering sustainable practices throughout the organization. As a result, ACPL achieved a reduction in net GHG emissions, aligned its operations with international climate action and carbon neutrality goals, and generated positive environmental and social impacts through the support of certified offset projects.



Management of significant waste-related impacts

GRI 306-2

In 2024, ACPL implemented a structured process for labeling, sorting, and handling hazardous wastes generated across its operations. This procedure aligns with internal policies, regulatory requirements, and industry best practices to ensure the safe handling, storage, and disposal of hazardous materials. The initiative reflects ACPL's strong governance in environmental compliance, risk management, and operational accountability. As a result, the company strengthened governance and compliance over hazardous materials management, minimized legal and operational risks, and ensured clear accountability and traceability in hazardous waste handling and disposal, reinforcing its commitment to responsible environmental stewardship and regulatory adherence.



Waste generation, diversion, and disposal

GRI 306-3

ACPL implemented structured procedures to ensure hazardous wastes are properly labeled, segregated, and handled according to their type and risk category. Employees received specialized training on safe handling practices to prevent workplace accidents, environmental contamination, and community exposure. This initiative reflects ACPL's commitment to environmental stewardship, employee safety, and sustainable operations. As a result, the company reduced potential environmental contamination and workplace hazards, enhanced employee awareness and skills in hazardous waste management, ensured compliance with local and national environmental regulations, and promoted sustainable practices across operations and supply chains, reinforcing responsible environmental management.

Non-compliance with environmental laws and regulations

GRI 307-1



In 2024, ACPL carried out regular testing and monitoring of key environmental parameters, including wastewater, noise levels, and air quality, to ensure compliance with national and local regulations, industry standards, and internal sustainability policies. The results of these assessments guide governance decisions and corrective actions, enabling proactive environmental risk management. This structured approach reflects ACPL's commitment to regulatory compliance, transparency, and continuous improvement in environmental performance. As a result, the company strengthened governance over environmental compliance, enabled early detection of potential environmental risks, and enhanced the credibility and transparency of its sustainability reporting to stakeholders.

ENVIRONMENT PERFORMANCE DATA



GRI 301

16450 Liters

Materials, Chemicals, and Waste

Waste to landfill

GRI 302

134697 KWH

Energy Consumption and GHGs

Reduce the Total Energy Consumption & GHGs

GRI 303

795 KL

Water

Reduce the Water Pollution

GRI 305-1

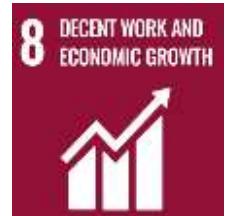
2.11 MTCO₂e

Total Gross Scope 1 GHG Emissions

Reduction target for Scope 1 emissions

SOCIAL

UN SDGs aligned



Employment

GRI 401

At ACPL, we are committed to providing fair, safe, and respectful working conditions for all employees across our manufacturing, trading, and distribution operations. Our workplace policies ensure compliance with labor laws, fair wages, reasonable working hours, and access to welfare facilities. We foster an inclusive environment that values diversity, equal opportunity, and employee dignity. Regular feedback, open communication, and engagement programs help us strengthen workplace satisfaction. By aligning with ESG principles, ACPL ensures that every employee works in an environment that promotes well-being, motivation, and productivity while upholding ethical and sustainable labor practices.



Minimum Notice Periods Regarding Operational Changes

GRI 402-1

ACPL is committed to providing safe, fair, and supportive working conditions across all its operations. The company ensures compliance with labor laws, fair remuneration practices, and reasonable working hours. Policies promoting work-life balance, employee engagement, and grievance redressal are implemented to enhance job satisfaction and retention. ACPL regularly reviews workplace conditions, encourages open communication, and fosters a culture of respect and inclusivity. By maintaining ethical and equitable work environments, the company strengthens employee well-being, operational efficiency, and aligns with ESG principles, demonstrating its dedication to sustainable and responsible business practices.



GRI 403

ACPL's implementation of ISO 45001:2018, ISO 9001:2015, and ISO 14001:2015 underscores its commitment to occupational health, safety, quality, and environmental stewardship. ISO 45001 establishes proactive systems to prevent work-related injuries and promote a safe workplace. ISO 9001 enhances employee engagement, competence, and training to ensure consistent product quality, while ISO 14001 fosters environmental awareness among employees and stakeholders. As a result, ACPL has improved workplace safety culture, reduced occupational risks, enhanced employee competence through regular training and audits, and increased morale and trust by aligning operations with internationally recognized standards, driving sustainable and responsible business practices.

At ACPL, the health, safety, and well-being of our employees are of utmost importance. We maintain a safe and hygienic work environment by implementing robust safety protocols, conducting regular risk assessments, and providing appropriate personal protective equipment (PPE). Through continuous training, emergency preparedness drills, and awareness programs, we promote a proactive safety culture. Our management ensures compliance with national occupational safety regulations and ESG standards. By prioritizing preventive measures and employee wellness, ACPL strives to achieve zero workplace incidents and foster a healthy, secure, and productive working environment for all team members.



Occupational health and safety management system

GRI 403-1

In 2024, ACPL conducted comprehensive emergency mock drills to address potential hazards, including heavy equipment accidents, injuries, fires, chemical spills, explosions, and falls. These exercises form a key component of the company's governance framework for risk management and occupational safety. They ensure that emergency response protocols are regularly tested, refined, and compliant with national regulations and internal policies. As a result, ACPL strengthened emergency preparedness and response mechanisms, ensured regulatory compliance, identified gaps for continuous improvement in emergency response plans, and enhanced management oversight and accountability for maintaining a safe and resilient workplace environment.

ACPL prioritizes the health, safety, and well-being of all employees across its operations. The company implements robust occupational health and safety management systems, conducts regular risk assessments, and ensures compliance with applicable regulations. Safety training, emergency preparedness drills, and the provision of personal protective equipment help minimize workplace incidents. ACPL monitors key safety metrics and investigates all incidents to drive continuous improvement. By fostering a proactive safety culture, the company not only protects its workforce but also reinforces its commitment to ESG principles, operational excellence, and sustainable, responsible business practices.

Worker training on occupational health & safety, promotion of worker health



GRI 403-5

ACPL organized regular mock drills and training sessions to equip employees with the skills and knowledge needed to respond effectively to emergencies such as fires, chemical spills, equipment accidents, and falls. These drills enhance safety awareness, reduce workplace risks, and build employee confidence to act swiftly during real incidents. By fostering a proactive culture of safety and well-being, ACPL reduced the potential for injuries and accidents, increased employee preparedness, and promoted continuous learning and improvement in safety protocols, strengthening its overall occupational health and safety framework and ensuring a resilient and secure workplace environment.

Training and Education

GRI 404

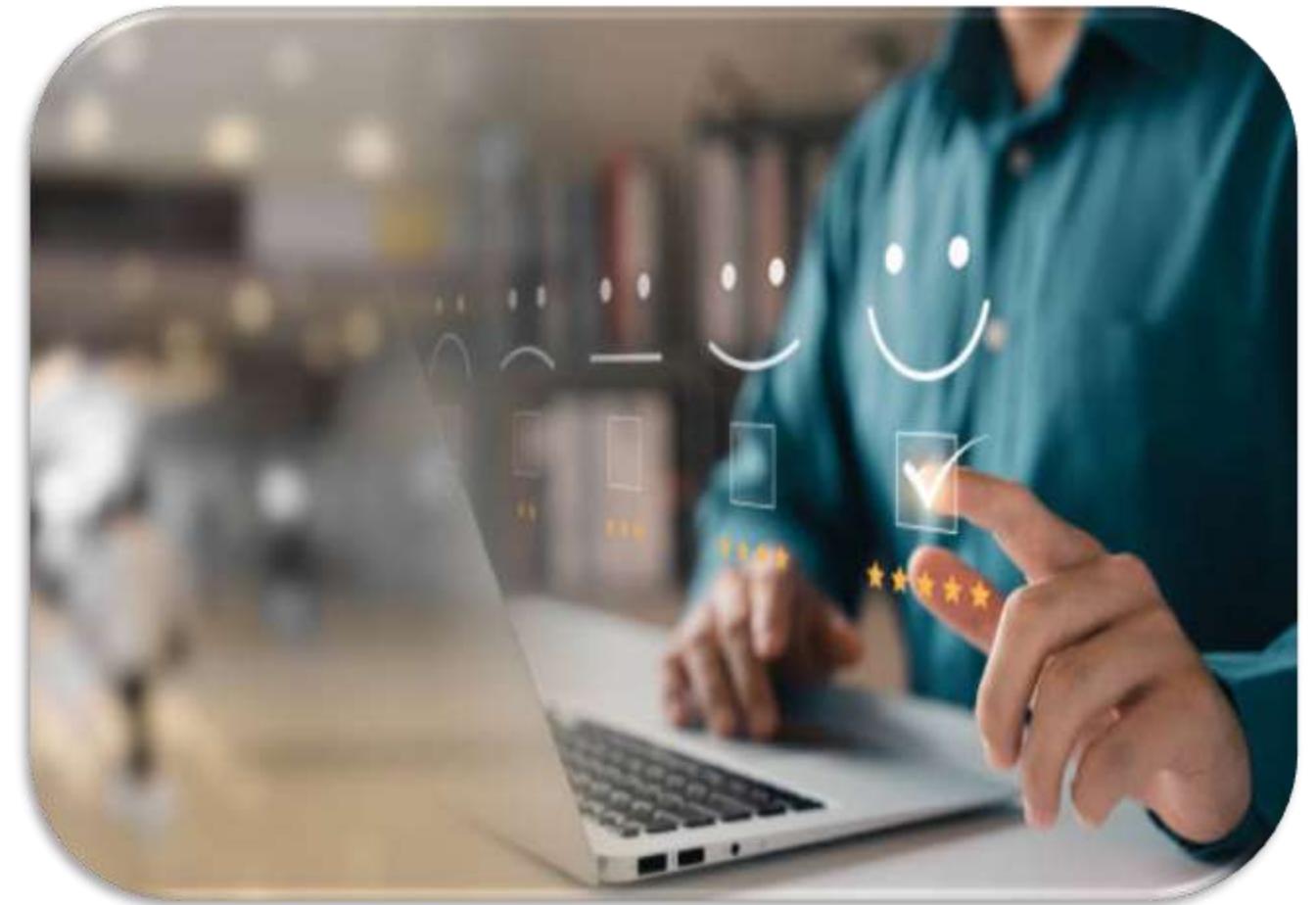
At ACPL, we believe that employee growth and skill development are key drivers of organizational success. Our ESG commitment includes providing structured career management programs and continuous learning opportunities to enhance technical and behavioral competencies. Regular training sessions, workshops, and performance reviews help employees achieve professional advancement while aligning personal goals with company objectives. We also encourage internal promotions and succession planning to nurture leadership talent. Through sustained investment in workforce development, ACPL builds a motivated, capable, and future-ready team that contributes to innovation and excellence in the flavor and fragrance industry.



Programs for Upgrading Employee Skills and Transition Assistance Programs

GRI 404-2

ACPL invests in the career development and continuous learning of its employees. The company provides structured training programs, skill development workshops, and mentorship opportunities to enhance competencies and support career growth. Individual development plans are implemented to align employee aspirations with organizational goals. ACPL monitors training effectiveness and ensures equitable access for all staff. By fostering a culture of learning, upskilling, and career progression, the company strengthens workforce capability, engagement, and retention. These initiatives reflect ACPL's commitment to ESG principles, promoting human capital development and sustainable, responsible business practices across its operations.



Non-Discrimination

GRI 406

At ACPL, we maintain a zero-tolerance policy toward all forms of discrimination and harassment in the workplace. We are committed to fostering a culture of equality, respect, and dignity, ensuring that every employee is treated fairly regardless of gender, age, ethnicity, religion, or background. Clear procedures are in place for reporting and addressing grievances confidentially and without retaliation. Regular awareness sessions and training reinforce our commitment to ethical conduct and inclusivity. Through our ESG framework, ACPL strives to create a safe, supportive, and equitable work environment that empowers all employees to perform at their best.



Incidents of discrimination and corrective actions taken

GRI 406-1

In 2024, ACPL actively monitored workplace incidents related to discrimination and harassment. Employees were encouraged to report concerns through established internal mechanisms that ensured transparency, confidentiality, and prompt resolution. These measures reinforced the company's commitment to maintaining a respectful, inclusive, and ethical workplace culture. As a result, zero reported incidents were recorded during the year, reflecting strong adherence to non-discrimination and harassment prevention policies. This initiative strengthened employee trust, promoted awareness of ethical obligations, and demonstrated ACPL's proactive approach to fostering equality, fairness, and accountability across all levels of the organization, supporting a positive and inclusive work environment.



At ACPL, we are committed to fostering a respectful and inclusive workplace, free from discrimination and harassment. Our policies clearly define unacceptable behavior and establish confidential reporting mechanisms. Regular training programs raise awareness and reinforce a culture of equality and respect. All reported incidents are thoroughly investigated, and appropriate corrective actions are implemented promptly. Through continuous monitoring and feedback, we aim to prevent discrimination, protect employee rights, and ensure fair treatment across all levels of the organization, promoting a safe and equitable work environment.

SOCIAL PERFORMANCE DATA

GRI 401-2

100 %

Working Conditions

Percentage of Employees Cover
Under Health Insurance

GRI 403

0 Nos

Employee Health and Safety

Number of reportable incidents

GRI 404-1

0 Count

Career Management and Training

Percentage of employees participating
in career development programs

GRI 406-1

0 Nos

Discrimination and Harassment

Number of Reported Fair
Treatment Standards

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This Report is prepared in accordance with GRI Standards

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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 : 16th April, 2025
Web URL : 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 : 

