



# ESTEEM INDUSTRIES PVT. LTD.

**UNIT I :** Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India.

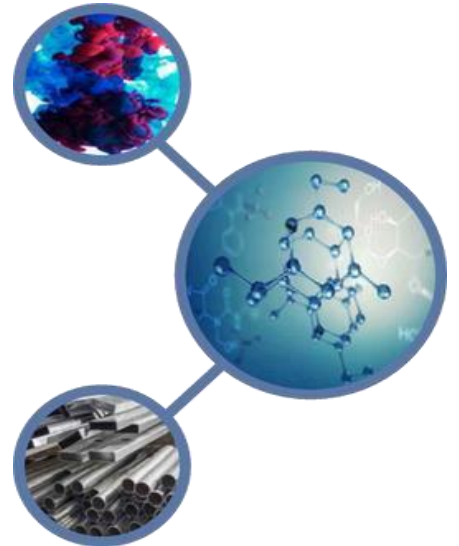
**UNIT II :** Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605. Palghar, Maharashtra, India.

**UNIT III :** Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.

## CORPORATE SUSTAINABILITY REPORT

FOR THE PERIOD 1ST APRIL 2024 TO 31ST MARCH 2025


Form No : EIPL/SMS/010  
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Date : 11<sup>TH</sup> APRIL, 2025



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**DIRECTOR-MANUFACTURING & ENGINEERING**


	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 2 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## TABLE OF CONTENTS


S.No	CONTENTS	Pg. No
1.	STATEMENT OF USE	5
2.	ORGANIZATIONAL PROFILE	5
3.	GOVERNANCE STRUCTURE	5
4.	POLICY COMMITMENTS	5
5.	STAKEHOLDER ENGAGEMENT APPROACH	5
6.	PROCESS FOR IDENTIFYING SUSTAINABILITY-RELATED IMPACTS	6
7.	LIST OF MATERIAL TOPICS	6
8.	MANAGEMENT APPROACH FOR MATERIAL TOPICS	7
9.	ECONOMIC PERFORMANCE DISCLOSURES	7
10.	RATIOS OF STANDARD ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE	7
11.	PROPORTION OF SENIOR MANAGEMENT HIRED FROM LOCAL COMMUNITIES	7
12.	INDIRECT ECONOMIC IMPACTS	8
13.	PROCUREMENT PRACTICES	8
14.	ANTI-CORRUPTION	8
15.	ANTI-COMPETITIVE BEHAVIOUR	9
16.	MATERIALS	9
17.	MATERIALS USED BY WEIGHT OR VOLUME	9
18.	RECYCLED INPUT MATERIALS USED	9
19.	RECLAIMED PRODUCTS AND PACKAGING	10
20.	ENERGY	10
21.	ENERGY CONSUMPTION WITHIN THE ORGANIZATION	10
22.	ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION	10

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 3 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

23.	ENERGY INTENSITY	11
24.	REDUCTIONS IN ENERGY CONSUMPTION	11
25.	REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS/SERVICES	11
26.	WATER AND EFFLUENTS	12
27.	BIODIVERSITY	12
28.	EMISSIONS	12
29.	DIRECT (SCOPE 1) EMISSIONS	12
30.	INDIRECT (SCOPE 2) EMISSIONS	13
31.	OTHER INDIRECT (SCOPE 3) EMISSIONS	13
32.	GHG EMISSIONS INTENSITY	13
33.	REDUCTION OF GHG EMISSIONS	13
34.	EMISSIONS OF OZONE-DEPLETING SUBSTANCES	14
35.	NO <sub>x</sub> , SO <sub>x</sub> , AND OTHER AIR EMISSIONS	14
36.	WASTE	14
37.	ENVIRONMENTAL COMPLIANCE	14
38.	SUPPLIER ENVIRONMENTAL ASSESSMENT	15
39.	EMPLOYMENT	15
40.	LABOR/MANAGEMENT RELATIONS	15
41.	OCCUPATIONAL HEALTH AND SAFETY	15
42.	HAZARDOUS	16
43.	NON-HAZARDOUS WASTE	16
44.	WORKERS COVERED BY OCCUPATIONAL HEALTH & SAFETY (OH&S) SYSTEM	16
45.	WORK-RELATED INJURIES	16
46.	WORK-RELATED ILL HEALTH	17

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I :</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II :</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III :</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 4 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

47.	TRAINING & EDUCATION	17
48.	DIVERSITY & EQUAL OPPORTUNITY	17
49.	NON-DISCRIMINATION	17
50.	CHILD LABOR AND FORCED LABOR	18
51.	HUMAN RIGHTS ASSESSMENT	18
52.	LOCAL COMMUNITIES	18
53.	SUPPLIER SOCIAL ASSESSMENT	18
54.	CUSTOMER HEALTH & SAFETY	19
55.	INFORMATION SECURITY	19
56.	SOCIAL ECONOMIC COMPLIANCE	19
57.	SUSTAINABILITY PERFORMANCE DATA – 2024	20
58.	GRI INDEX (THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS(2021))	22

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 5 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## 1. STATEMENT OF Use (GRI 1-5)

THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS.

## 2. ORGANIZATIONAL PROFILE (GRI 2-1)

EIPL IS A LEADING INDIAN MANUFACTURER OF ETHOXYLATES, PROPOXYLATES, EO/PO BLOCK POLYMERS, EMULSIFIERS, SURFACTANTS, TEXTILE AND LEATHER AUXILIARIES, PAPER CHEMICALS, AND COSMETIC INDUSTRY INGREDIENTS. OPERATING ACROSS GOA AND MAHARASHTRA, WE SERVE DOMESTIC AND INTERNATIONAL MARKETS. EIPL INTEGRATES ESG PRINCIPLES ACROSS EVERY FUNCTION, FOCUSING ON RESPONSIBLE CHEMICAL MANUFACTURING, REGULATORY COMPLIANCE, ENVIRONMENTAL STEWARDSHIP, AND STRONG GOVERNANCE. OUR STRUCTURED SYSTEMS ALIGN WITH ISO AND GLOBAL SUSTAINABILITY FRAMEWORKS, ENABLING TRANSPARENT REPORTING AND STAKEHOLDER TRUST. THROUGH WELL-DEFINED OPERATIONAL CONTROLS, CAPACITY BUILDING, RESOURCE OPTIMIZATION, AND EMPLOYEE ENGAGEMENT, EIPL CONTINUES BUILDING A RESILIENT, ETHICAL, AND SUSTAINABLE BUSINESS MODEL THAT BALANCES GROWTH WITH ENVIRONMENTAL AND SOCIAL RESPONSIBILITY.

## 3. GOVERNANCE STRUCTURE (GRI 2-9)


EIPL HAS A ROBUST GOVERNANCE FRAMEWORK DESIGNED TO OVERSEE SUSTAINABILITY, ETHICS, AND STRATEGIC GROWTH. THE BOARD OF DIRECTORS IS SUPPORTED BY SPECIALIZED COMMITTEES, INCLUDING THE SUSTAINABILITY COMMITTEE, RISK & COMPLIANCE COMMITTEE, AND AUDIT COMMITTEE. THE SUSTAINABILITY COMMITTEE SPECIFICALLY MONITORS ESG INITIATIVES, TRACKS PROGRESS AGAINST ENVIRONMENTAL AND SOCIAL GOALS, AND ENSURES COMPLIANCE WITH GLOBAL SUSTAINABILITY STANDARDS. SENIOR MANAGEMENT IS ACTIVELY INVOLVED IN DECISION-MAKING, EMBEDDING ESG PRINCIPLES IN BUSINESS OPERATIONS. THIS STRUCTURE FOSTERS ACCOUNTABILITY, TRANSPARENCY, AND CONTINUOUS IMPROVEMENT WHILE PROVIDING CLEAR REPORTING LINES. EIPL'S GOVERNANCE ENSURES THAT SUSTAINABILITY CONSIDERATIONS ARE ALIGNED WITH CORPORATE STRATEGY AND STAKEHOLDER EXPECTATIONS.

## 4. POLICY COMMITMENTS (GRI 2-23)

EIPL IS COMMITTED TO RESPONSIBLE BUSINESS CONDUCT, ETHICAL PRACTICES, AND THE PROTECTION OF HUMAN RIGHTS ACROSS ITS VALUE CHAIN. OUR CODE OF CONDUCT OUTLINES EXPECTATIONS REGARDING INTEGRITY, TRANSPARENCY, ANTI-CORRUPTION MEASURES, AND RESPECT FOR LABOR AND HUMAN RIGHTS. POLICIES COVER AREAS INCLUDING WORKPLACE SAFETY, FAIR LABOR PRACTICES, ENVIRONMENTAL RESPONSIBILITY, AND COMMUNITY ENGAGEMENT. ALL EMPLOYEES AND PARTNERS ARE EXPECTED TO COMPLY WITH THESE STANDARDS. REGULAR TRAINING PROGRAMS REINFORCE AWARENESS OF ETHICAL OBLIGATIONS, WHILE INTERNAL AUDITS ENSURE ADHERENCE. EIPL'S POLICIES DEMONSTRATE OUR DEDICATION TO CREATING A SUSTAINABLE, RESPONSIBLE, AND INCLUSIVE BUSINESS ENVIRONMENT THAT BALANCES PROFITABILITY WITH SOCIETAL IMPACT.

## 5. STAKEHOLDER ENGAGEMENT APPROACH (GRI 2-29)

EIPL ADOPTS A STRUCTURED APPROACH TO STAKEHOLDER ENGAGEMENT TO ENSURE MEANINGFUL DIALOGUE AND COLLABORATION. KEY STAKEHOLDERS INCLUDE EMPLOYEES, CUSTOMERS, SUPPLIERS, REGULATORS, INVESTORS, AND LOCAL COMMUNITIES.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 6 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

WE IDENTIFY STAKEHOLDERS BASED ON THEIR INFLUENCE ON BUSINESS OPERATIONS, SUSTAINABILITY IMPACT, AND STRATEGIC RELEVANCE. ENGAGEMENT METHODS INCLUDE SURVEYS, FOCUS GROUPS, SUPPLIER MEETINGS, CUSTOMER FEEDBACK SESSIONS, AND COMMUNITY OUTREACH PROGRAMS. STAKEHOLDER INPUTS INFORM OUR ESG STRATEGY, PRODUCT INNOVATION, AND OPERATIONAL IMPROVEMENTS. THIS PROACTIVE ENGAGEMENT ENSURES TRANSPARENCY, BUILDS TRUST, AND ENHANCES MUTUAL UNDERSTANDING. EIPL PRIORITIZES LONG-TERM RELATIONSHIPS, RESPONDING TO CONCERNS AND INTEGRATING STAKEHOLDER EXPECTATIONS INTO DECISION-MAKING AND SUSTAINABILITY INITIATIVES.


## 6. PROCESS FOR IDENTIFYING SUSTAINABILITY-RELATED IMPACTS (GRI 3-1)

EIPL IDENTIFIES SUSTAINABILITY-RELATED IMPACTS ACROSS ITS VALUE CHAIN THROUGH A STRUCTURED PROCESS ENCOMPASSING SUPPLIERS, OPERATIONS, LOGISTICS, AND PRODUCT END-OF-LIFE. THE PROCESS BEGINS WITH MAPPING ENVIRONMENTAL, SOCIAL, AND GOVERNANCE RISKS, FOLLOWED BY INTERNAL AND EXTERNAL STAKEHOLDER CONSULTATIONS, INCLUDING EMPLOYEES, SUPPLIERS, CUSTOMERS, AND COMMUNITIES. INDUSTRY BENCHMARKS, REGULATORY REQUIREMENTS, AND ESG FRAMEWORKS SUCH AS GRI GUIDE THE ASSESSMENT. IDENTIFIED IMPACTS ARE PRIORITIZED BASED ON SEVERITY, LIKELIHOOD, AND STAKEHOLDER CONCERN. THIS SYSTEMATIC APPROACH ENSURES THAT EIPL FOCUSES ON THE MOST SIGNIFICANT SUSTAINABILITY CHALLENGES AND OPPORTUNITIES, INTEGRATING ESG CONSIDERATIONS INTO STRATEGIC PLANNING, OPERATIONAL DECISIONS, AND CONTINUOUS IMPROVEMENT INITIATIVES.

## 7. LIST OF MATERIAL TOPICS (GRI 3-2)

EIPL HAS IDENTIFIED KEY MATERIAL TOPICS REFLECTING SIGNIFICANT SUSTAINABILITY IMPACTS AND STAKEHOLDER INTERESTS. THESE INCLUDE ENERGY EFFICIENCY & CARBON EMISSIONS, WATER STEWARDSHIP, WASTE MANAGEMENT & CIRCULAR ECONOMY, RESPONSIBLE CHEMICAL MANAGEMENT, OCCUPATIONAL HEALTH & SAFETY, EMPLOYEE DEVELOPMENT & DIVERSITY, SUPPLY CHAIN SUSTAINABILITY, AND ETHICAL BUSINESS CONDUCT. THE MATERIALITY ASSESSMENT CONSIDERS STAKEHOLDER EXPECTATIONS, REGULATORY REQUIREMENTS, AND INDUSTRY TRENDS. PERIODIC REVIEWS ENSURE THE LIST REMAINS RELEVANT, RESPONSIVE TO EMERGING RISKS, AND ALIGNED WITH ESG PRIORITIES. FOCUSING ON THESE MATERIAL TOPICS ALLOWS EIPL TO ALLOCATE RESOURCES EFFECTIVELY, DRIVE MEASURABLE IMPROVEMENTS, AND ENHANCE ENVIRONMENTAL, SOCIAL, AND GOVERNANCE PERFORMANCE ACROSS ITS VALUE CHAIN.

ENVIRONMENT	SOCIAL	GOVERNANCE
PACKAGING WASTE REDUCTION & RECYCLING	SUPPLIER LABOR STANDARDS	STAKEHOLDER ENGAGEMENT IN GOVERNANCE
RENEWABLE ENERGY ADOPTION	LOCAL EMPLOYMENT GENERATION	WHISTLEBLOWER PROTECTION MECHANISMS
CLIMATE CHANGE RISK ASSESSMENT	EMPLOYEE WELLNESS PROGRAMS	SUPPLY CHAIN GOVERNANCE & DUE DILIGENCE
BIODIVERSITY IMPACT & LAND USE	GENDER EQUALITY INITIATIVES	EXECUTIVE COMPENSATION & ALIGNMENT WITH ESG GOALS
ECO-FRIENDLY PRODUCT DESIGN	SKILL DEVELOPMENT & VOCATIONAL TRAINING	CONFLICT OF INTEREST POLICIES
CARBON FOOTPRINT TRACKING & REPORTING	STAKEHOLDER ENGAGEMENT & FEEDBACK	INTELLECTUAL PROPERTY PROTECTION
EMISSIONS FROM TRANSPORTATION & LOGISTICS	CORPORATE PHILANTHROPY & CSR ACTIVITIES	SUCCESSION PLANNING & LEADERSHIP DEVELOPMENT
RESOURCE EFFICIENCY IN MANUFACTURING	EMPLOYEE RECOGNITION & REWARDS	CODE OF CONDUCT ENFORCEMENT
NOISE POLLUTION CONTROL	VOLUNTEERING & SOCIAL INITIATIVES	FAIR COMPETITION PRACTICES
ENVIRONMENTAL TRAINING & AWARENESS FOR EMPLOYEES	WORK-LIFE BALANCE POLICIES	COMPLIANCE WITH INTERNATIONAL GOVERNANCE STANDARDS

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	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## 8. MANAGEMENT APPROACH FOR MATERIAL TOPICS (GRI 3-3)

EIPL MANAGES EACH MATERIAL TOPIC THROUGH DEDICATED POLICIES, ACTIONS, KPIS, AND EVALUATION MECHANISMS. POLICIES SET CLEAR STANDARDS FOR ENERGY EFFICIENCY, WATER STEWARDSHIP, WASTE MANAGEMENT, CHEMICAL SAFETY, HEALTH & SAFETY, EMPLOYEE DEVELOPMENT, SUPPLY CHAIN RESPONSIBILITY, AND ETHICAL CONDUCT. ACTIONS INCLUDE PROCESS OPTIMIZATION, TRAINING, SUPPLIER ENGAGEMENT, TECHNOLOGY ADOPTION, AND MONITORING INITIATIVES. KPIS TRACK PROGRESS, SUCH AS ENERGY CONSUMPTION, EMISSIONS, WATER USAGE, WASTE REDUCTION, INCIDENT RATES, EMPLOYEE DIVERSITY, AND COMPLIANCE ADHERENCE. EVALUATION MECHANISMS INCLUDE INTERNAL AUDITS, MANAGEMENT REVIEWS, AND BENCHMARKING. THIS STRUCTURED APPROACH ENSURES MEASURABLE PERFORMANCE, CONTINUOUS IMPROVEMENT, AND INTEGRATION OF ESG CONSIDERATIONS INTO DECISION-MAKING, OPERATIONS, AND REPORTING ACROSS THE ORGANIZATION.

## 9. ECONOMIC PERFORMANCE DISCLOSURES (GRI 201)

EIPL'S ECONOMIC PERFORMANCE DEMONSTRATES ITS COMMITMENT TO SUSTAINABLE GROWTH, RESPONSIBLE OPERATIONS, AND STAKEHOLDER VALUE CREATION. THE COMPANY GENERATES REVENUE THROUGH THE MANUFACTURE AND SUPPLY OF ETHOXYLATES, PROPOXYLATES, EO/PO BLOCK POLYMERS, EMULSIFIERS, SURFACTANTS, AND SPECIALTY CHEMICALS, DISTRIBUTING ECONOMIC VALUE ACROSS OPERATING COSTS, EMPLOYEE WAGES, SUPPLIER PAYMENTS, TAXES, AND COMMUNITY INVESTMENTS. FINANCIAL RESILIENCE IS SUPPORTED BY RISK MANAGEMENT, CLIMATE-RELATED SCENARIO PLANNING, AND INVESTMENTS IN ENERGY EFFICIENCY AND LOW-CARBON SOLUTIONS. EMPLOYEE POST-RETIREMENT BENEFITS ARE MANAGED THROUGH DEFINED BENEFIT PLANS, ENSURING SECURITY AND COMPLIANCE. LIMITED GOVERNMENT ASSISTANCE, SUCH AS GRANTS OR TAX INCENTIVES, SUPPORTS INNOVATION AND ESG INITIATIVES, REINFORCING TRANSPARENCY, ACCOUNTABILITY, AND LONG-TERM SUSTAINABLE GROWTH.


## 10. RATIOS OF STANDARD ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE (GRI 202-1)

EIPL ENSURES FAIR AND COMPETITIVE COMPENSATION BY MAINTAINING ENTRY-LEVEL WAGES SIGNIFICANTLY ABOVE THE LEGALLY MANDATED MINIMUM WAGE IN EACH LOCATION OF OPERATION. THE RATIO OF STANDARD ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE IS REVIEWED PERIODICALLY TO ENSURE ALIGNMENT WITH INFLATION, COST OF LIVING, AND INDUSTRY BENCHMARKS. THIS APPROACH DEMONSTRATES EIPL'S COMMITMENT TO EMPLOYEE WELFARE, EQUITABLE PAY, AND ETHICAL LABOR PRACTICES. TRANSPARENT PAYROLL POLICIES AND PERIODIC AUDITS ENSURE COMPLIANCE, FOSTERING EMPLOYEE TRUST AND RETENTION. BY EXCEEDING MINIMUM WAGE STANDARDS, EIPL CONTRIBUTES TO COMMUNITY PROSPERITY AND REINFORCES ITS REPUTATION AS A RESPONSIBLE AND SOCIALLY CONSCIOUS EMPLOYER.

## 11. PROPORTION OF SENIOR MANAGEMENT HIRED FROM LOCAL COMMUNITIES (GRI 202-2)

EIPL PRIORITIZES HIRING SENIOR MANAGEMENT FROM LOCAL COMMUNITIES TO STRENGTHEN REGIONAL ENGAGEMENT, CULTURAL UNDERSTANDING, AND ECONOMIC IMPACT. A SIGNIFICANT PROPORTION OF SENIOR LEADERSHIP IS SOURCED LOCALLY, ENSURING KNOWLEDGE OF LOCAL REGULATIONS, MARKETS, AND STAKEHOLDER EXPECTATIONS. LOCAL RECRUITMENT SUPPORTS TALENT DEVELOPMENT, CAPACITY BUILDING, AND COMMUNITY EMPOWERMENT.



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	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 11 <sup>TH</sup> APRIL, 2025 Page : 8 OF 25

RECRUITMENT POLICIES EMPHASIZE MERIT, DIVERSITY, AND INCLUSION WHILE ALIGNING WITH ESG PRINCIPLES. BY FOSTERING LOCAL LEADERSHIP, EIPL ENHANCES DECISION-MAKING, OPERATIONAL EFFICIENCY, AND COMMUNITY TRUST. THIS APPROACH DEMONSTRATES THE COMPANY’S COMMITMENT TO SUSTAINABLE DEVELOPMENT, RESPONSIBLE MARKET PRESENCE, AND LONG-TERM SOCIO-ECONOMIC BENEFITS FOR THE REGIONS IN WHICH IT OPERATES.

## 12. INDIRECT ECONOMIC IMPACTS (GRI 203)

EIPL CREATES POSITIVE INDIRECT ECONOMIC IMPACTS BY INVESTING IN INFRASTRUCTURE, COMMUNITY DEVELOPMENT, AND CAPACITY-BUILDING INITIATIVES THAT SUPPORT LOCAL ECONOMIES AND SOCIAL WELL-BEING. INFRASTRUCTURE INVESTMENTS INCLUDE SUSTAINABLE FACILITIES, WATER AND ENERGY EFFICIENCY PROJECTS, AND TECHNOLOGICAL UPGRADES THAT BENEFIT BOTH OPERATIONS AND SURROUNDING COMMUNITIES. SUPPORTED SERVICES ENCOMPASS TRAINING PROGRAMS, SUPPLIER DEVELOPMENT, AND EDUCATIONAL PARTNERSHIPS TO ENHANCE SKILLS AND LIVELIHOODS. THESE INITIATIVES GENERATE SIGNIFICANT INDIRECT ECONOMIC OUTCOMES, INCLUDING JOB CREATION, IMPROVED LOCAL BUSINESS OPPORTUNITIES, AND STRENGTHENED COMMUNITY RESILIENCE. BY SYSTEMATICALLY EVALUATING AND SUPPORTING SOCIO-ECONOMIC DEVELOPMENT, EIPL ENSURES THAT ITS BUSINESS ACTIVITIES CONTRIBUTE TO LONG-TERM REGIONAL PROSPERITY AND SUSTAINABLE STAKEHOLDER VALUE.


## 13. PROCUREMENT PRACTICES (GRI 204)

EIPL EMPHASIZES RESPONSIBLE AND SUSTAINABLE PROCUREMENT BY PRIORITIZING LOCAL SUPPLIERS TO SUPPORT REGIONAL ECONOMIC DEVELOPMENT AND STRENGTHEN COMMUNITY RELATIONSHIPS. A SIGNIFICANT PROPORTION OF PROCUREMENT SPENDING IS DIRECTED TOWARD VENDORS WITHIN THE REGIONS OF OPERATION, FOSTERING LOCAL EMPLOYMENT, SKILL DEVELOPMENT, AND BUSINESS GROWTH. SUPPLIER SELECTION IS GUIDED BY ESG CRITERIA, QUALITY STANDARDS, AND COST-EFFECTIVENESS, ENSURING ALIGNMENT WITH ETHICAL AND ENVIRONMENTAL COMMITMENTS. REGULAR SUPPLIER ASSESSMENTS, AUDITS, AND CAPACITY-BUILDING INITIATIVES HELP MAINTAIN HIGH PERFORMANCE AND SUSTAINABILITY STANDARDS ACROSS THE SUPPLY CHAIN. THROUGH STRATEGIC LOCAL SOURCING, EIPL ENHANCES SUPPLY CHAIN RESILIENCE, CONTRIBUTES TO SOCIO-ECONOMIC PROGRESS, AND REINFORCES ITS COMMITMENT TO RESPONSIBLE AND INCLUSIVE BUSINESS PRACTICES.

## 14. ANTI-CORRUPTION (GRI 205)

EIPL MAINTAINS A ZERO-TOLERANCE POLICY TOWARD CORRUPTION, INTEGRATING ROBUST ANTI-CORRUPTION MEASURES ACROSS ALL OPERATIONS. RISK ASSESSMENTS ARE CONDUCTED REGULARLY TO IDENTIFY POTENTIAL CORRUPTION VULNERABILITIES IN PROCUREMENT, SALES, AND OPERATIONAL PROCESSES. EMPLOYEES RECEIVE COMPREHENSIVE TRAINING ON ETHICAL CONDUCT, ANTI-BRIBERY, AND COMPLIANCE REQUIREMENTS TO ENSURE AWARENESS AND ADHERENCE TO COMPANY POLICIES. REPORTING CHANNELS AND INTERNAL AUDITS FACILITATE EARLY DETECTION AND PREVENTION OF UNETHICAL PRACTICES. ANY CONFIRMED INCIDENTS OF CORRUPTION ARE ADDRESSED PROMPTLY WITH CORRECTIVE ACTIONS, DISCIPLINARY MEASURES, AND PROCESS IMPROVEMENTS. THESE EFFORTS REINFORCE TRANSPARENCY, ACCOUNTABILITY, AND INTEGRITY, SAFEGUARDING STAKEHOLDER TRUST AND ENSURING THAT EIPL’S BUSINESS OPERATIONS ALIGN WITH GLOBAL ETHICAL AND ESG STANDARDS.



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	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## 15. ANTI-COMPETITIVE BEHAVIOUR (GRI 206)

EIPL IS COMMITTED TO FAIR COMPETITION AND OPERATES IN FULL COMPLIANCE WITH COMPETITION LAWS AND REGULATIONS TO PREVENT ANTI-COMPETITIVE PRACTICES OR MONOPOLISTIC BEHAVIOR. THE COMPANY HAS IMPLEMENTED POLICIES AND INTERNAL CONTROLS TO ENSURE ETHICAL BUSINESS CONDUCT ACROSS SALES, PROCUREMENT, AND PARTNERSHIP ACTIVITIES. REGULAR TRAINING AND AWARENESS PROGRAMS EQUIP EMPLOYEES WITH KNOWLEDGE OF COMPETITION REGULATIONS AND BEST PRACTICES. LEGAL ACTIONS RELATED TO ANTI-COMPETITIVE BEHAVIOR ARE CAREFULLY MONITORED, AND EIPL MAINTAINS A RECORD OF ANY PROCEEDINGS, ENSURING PROMPT RESPONSE AND COMPLIANCE. TO DATE, NO SIGNIFICANT LEGAL ACTIONS HAVE ARISEN, REFLECTING THE COMPANY'S COMMITMENT TO INTEGRITY, TRANSPARENCY, AND RESPONSIBLE MARKET CONDUCT.

## 16. MATERIALS (GRI 301)


EIPL PRIORITIZES SUSTAINABLE MATERIAL MANAGEMENT ACROSS ITS OPERATIONS, FOCUSING ON RESPONSIBLE SOURCING, EFFICIENT USE, AND MINIMIZING ENVIRONMENTAL IMPACT. RAW MATERIALS, INCLUDING ETHOXYLATES, PROPOXYLATES, EO/PO BLOCK POLYMERS, AND SPECIALTY CHEMICALS, ARE PROCURED FROM VETTED SUPPLIERS WHO MEET QUALITY, SAFETY, AND ESG STANDARDS. THE COMPANY EMPHASIZES REDUCING MATERIAL WASTE THROUGH PROCESS OPTIMIZATION, RECYCLING INITIATIVES, AND INNOVATIVE FORMULATIONS. MATERIAL CONSUMPTION IS TRACKED VIA KPIS, AND PERIODIC AUDITS ENSURE COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND INTERNAL POLICIES. BY PROMOTING RESPONSIBLE MATERIAL USE AND SUPPLY CHAIN TRANSPARENCY, EIPL REDUCES ITS ENVIRONMENTAL FOOTPRINT, ENHANCES RESOURCE EFFICIENCY, AND SUPPORTS CIRCULAR ECONOMY PRINCIPLES WHILE MAINTAINING PRODUCT QUALITY AND OPERATIONAL EXCELLENCE.

## 17. MATERIALS USED BY WEIGHT OR VOLUME (GRI 301-1)

EIPL MONITORS AND REPORTS THE TOTAL MATERIALS USED IN ITS OPERATIONS, INCLUDING ETHOXYLATES, PROPOXYLATES, EO/PO BLOCK POLYMERS, EMULSIFIERS, SURFACTANTS, AND SPECIALTY CHEMICALS, MEASURED BY WEIGHT OR VOLUME. MATERIAL USAGE IS TRACKED THROUGH PRODUCTION RECORDS, PROCUREMENT DATA, AND INVENTORY MANAGEMENT SYSTEMS TO ENSURE ACCURACY AND TRANSPARENCY. THIS MONITORING ENABLES EIPL TO IDENTIFY OPPORTUNITIES FOR EFFICIENCY IMPROVEMENTS, WASTE REDUCTION, AND RESOURCE OPTIMIZATION. SUPPLIERS ARE SELECTED BASED ON SUSTAINABILITY CRITERIA, AND EFFORTS ARE MADE TO SOURCE RESPONSIBLY. BY QUANTIFYING MATERIAL CONSUMPTION, EIPL CAN IMPLEMENT STRATEGIES FOR CIRCULAR ECONOMY PRACTICES, REDUCE ENVIRONMENTAL IMPACT, AND ENHANCE OVERALL OPERATIONAL SUSTAINABILITY WHILE MAINTAINING PRODUCT QUALITY.

## 18. RECYCLED INPUT MATERIALS USED (GRI 301-2)

EIPL INTEGRATES RECYCLED AND SUSTAINABLY SOURCED MATERIALS INTO ITS PRODUCTION PROCESSES WHEREVER FEASIBLE, CONTRIBUTING TO RESOURCE EFFICIENCY AND CIRCULAR ECONOMY PRINCIPLES. RECYCLED INPUTS INCLUDE SECONDARY RAW MATERIALS, RECLAIMED CHEMICALS, AND BY-PRODUCTS FROM INTERNAL PROCESSES OR CERTIFIED SUPPLIERS. THE PROPORTION OF RECYCLED MATERIALS USED IS MONITORED THROUGH PROCUREMENT RECORDS AND PRODUCTION TRACKING SYSTEMS TO ENSURE TRANSPARENCY AND CONTINUOUS IMPROVEMENT. SUPPLIER ENGAGEMENT EMPHASIZES SOURCING MATERIALS THAT MEET ENVIRONMENTAL AND QUALITY STANDARDS.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 10 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

BY INCORPORATING RECYCLED INPUTS, EIPL REDUCES DEPENDENCY ON VIRGIN RESOURCES, MINIMIZES ENVIRONMENTAL IMPACT, LOWERS WASTE GENERATION, AND DEMONSTRATES ITS COMMITMENT TO SUSTAINABLE PRODUCTION PRACTICES, INNOVATION, AND ESG-ALIGNED OPERATIONS.

## 19. RECLAIMED PRODUCTS AND PACKAGING (GRI 301-3)

EIPL ACTIVELY IMPLEMENTS PROGRAMS TO RECLAIM PRODUCTS AND PACKAGING MATERIALS TO REDUCE ENVIRONMENTAL IMPACT AND PROMOTE CIRCULAR ECONOMY PRACTICES. POST-PRODUCTION AND POST-CONSUMER PACKAGING, INCLUDING CONTAINERS, DRUMS, AND SECONDARY PACKAGING, ARE COLLECTED, SEGREGATED, AND EITHER REUSED OR RECYCLED THROUGH CERTIFIED WASTE MANAGEMENT PARTNERS. INTERNAL PROCESSES ARE OPTIMIZED TO MINIMIZE PACKAGING WASTE AND ENHANCE MATERIAL RECOVERY. TRACKING SYSTEMS ENSURE ACCURATE MEASUREMENT OF RECLAIMED VOLUMES AND FACILITATE REPORTING FOR SUSTAINABILITY INITIATIVES. BY RECLAIMING PRODUCTS AND PACKAGING, EIPL REDUCES LANDFILL DISPOSAL, CONSERVES NATURAL RESOURCES, LOWERS ENVIRONMENTAL FOOTPRINT, AND DEMONSTRATES COMMITMENT TO SUSTAINABLE OPERATIONS AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT ALIGNED WITH ESG PRINCIPLES.

## 20. ENERGY (GRI 302)


EPIL'S TOTAL ENERGY CONSUMPTION FOR FY 2024-25 WAS 3,087,116.92 kWh (KPI 22), REFLECTING CONTINUOUS EFFICIENCY IMPROVEMENTS ACROSS BOILERS, FURNACES, UTILITIES, AND PRODUCTION LINES. RENEWABLE ENERGY USE INCREASED TO 173,662 kWh (KPI 19), SUPPORTING REDUCED DEPENDENCY ON GRID ELECTRICITY. ENERGY CONSUMPTION DECREASED FROM 3,148,859.34 kWh (2023-24) THROUGH VFD INSTALLATIONS, LED UPGRADES, PROCESS OPTIMIZATION, AND POWER-FACTOR CORRECTION. THESE MEASURES CONTRIBUTED TO LOWER SCOPE 1 AND 2 EMISSIONS AND A DECLINING ENERGY INTENSITY PER TONNE OF PRODUCT. EPIL'S SBTi-ALIGNED PLAN TARGETS A 20% REDUCTION IN ENERGY INTENSITY BY 2030, WITH STRUCTURED INVESTMENTS IN SOLAR POWER AND HIGH-EFFICIENCY EQUIPMENT.

## 21. ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GRI 302-1)

EPIL'S INTERNAL ENERGY CONSUMPTION INCLUDES ELECTRICITY FOR MANUFACTURING, UTILITIES, HVAC, CHILLED WATER SYSTEMS, BOILERS, PUMPS, REACTORS, AND PROCESS EQUIPMENT. TOTAL ENERGY CONSUMPTION FOR FY 2024-25 WAS 3,087,116.92 kWh (KPI 22) AND RENEWABLE ENERGY CONSUMPTION WAS 173,662 kWh (KPI 19). ENERGY USE IS METERED AT MAJOR EQUIPMENT LEVELS, SUPPORTED BY PROCUREMENT INVOICES AND SUB-METER READINGS. EFFICIENCY GAINS WERE ACHIEVED THROUGH IMPROVED PROCESS CONTROL, VFD INSTALLATIONS, BOILER MAINTENANCE, AND LED LIGHTING. THESE MEASURES REDUCED TOTAL ENERGY USE FROM 3,148,859.34 kWh (2023-24) TO 3,087,116.92 kWh, DEMONSTRATING CONTINUOUS IMPROVEMENT IN ENERGY EFFICIENCY ACROSS ALL OPERATIONAL UNITS.

## 22. ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION (GRI 302-2)

ENERGY CONSUMED OUTSIDE EPIL INCLUDES UPSTREAM FUEL AND ENERGY-RELATED EMISSIONS ASSOCIATED WITH RAW MATERIAL EXTRACTION, PROCESSING, TRANSPORTATION, SUPPLIER OPERATIONS, AND DOWNSTREAM LOGISTICS. IN FY 2024-25, SCOPE 3 UPSTREAM ENERGY-RELATED ACTIVITIES CONTRIBUTED SIGNIFICANTLY TO OVERALL EMISSIONS (8,931.439 tCO<sub>2</sub>e), DRIVEN BY EXTENSIVE TRANSPORT AND FEEDSTOCK PROCESSING.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 11 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

ALTHOUGH EXACT kWh CONSUMPTION CANNOT BE DIRECTLY MEASURED, THESE VALUES ARE ESTIMATED USING SUPPLIER DATA, EMISSION FACTORS, AND FREIGHT ACTIVITY. CONTINUOUS SUPPLIER ENGAGEMENT, INCLUDING SUSTAINABILITY AUDITS (100% SUPPLIER COVERAGE – KPI 52), SUPPORTS MONITORING OF EXTERNAL ENERGY CONSUMPTION. OPTIMIZATION OF INBOUND AND OUTBOUND LOGISTICS FURTHER REDUCES INDIRECT ENERGY USE ACROSS VALUE CHAIN PARTNERS.

## 23. ENERGY INTENSITY (GRI 302-3)


ENERGY INTENSITY MEASURES TOTAL ENERGY CONSUMED PER TONNE OF PRODUCTION. EPIL CONSUMED 3,087,116.92 kWh IN FY 2024-25, WITH AN ASSUMED ANNUAL PRODUCTION OF 40,000 TONNES, RESULTING IN AN ENERGY INTENSITY OF -77.18 kWh PER TONNE OF PRODUCT. CONTINUOUS ENERGY EFFICIENCY ACTIONS—INCLUDING IE3/IE4 MOTOR UPGRADES, ENHANCED INSULATION, AND OPTIMIZED OPERATION OF UTILITIES—REDUCED ENERGY INTENSITY FROM THE PREVIOUS YEAR'S BASELINE. RENEWABLE ENERGY CONSUMPTION ALSO INCREASED TO 173,662 kWh, FURTHER IMPROVING INTENSITY METRICS. EPIL TRACKS ENERGY INTENSITY THROUGH MONTHLY MONITORING DASHBOARDS AND INTEGRATES PERFORMANCE INTO FACILITY ENERGY AUDITS AND ESG SCORECARDS, ENSURING PROGRESSIVE ALIGNMENT WITH GLOBAL BENCHMARKS.

## 24. REDUCTIONS IN ENERGY CONSUMPTION (GRI 302-4)

EPIL ACHIEVED MEASURABLE REDUCTIONS IN ENERGY CONSUMPTION THROUGH TARGETED EFFICIENCY INITIATIVES. TOTAL ENERGY USE DECREASED FROM 3,148,859.34 kWh (2023-24) TO 3,087,116.92 kWh (2024-25), REPRESENTING A REDUCTION OF 61,742.42 kWh. KEY CONTRIBUTORS WERE BOILER OPTIMIZATION, CONTROLLED FURNACE OPERATIONS, VFD IMPLEMENTATION, LED IMPROVEMENTS, AND ENHANCED MAINTENANCE PROTOCOLS. WASTE HEAT RECOVERY AND COMPRESSOR OPTIMIZATION PROVIDED ADDITIONAL SAVINGS. RENEWABLE ENERGY CONSUMPTION INCREASED TO 173,662 kWh, SUPPORTING A SHIFT TOWARD CLEANER SOURCES. THESE EFFORTS ALIGN WITH EPIL'S SBTi-ALIGNED PLAN TO REDUCE ENERGY INTENSITY BY 20% BY 2030 AND CONTRIBUTE TO REDUCED SCOPE 1 AND SCOPE 2 GHG EMISSIONS.

## 25. REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS/SERVICES (GRI 302-5)

EPIL CONTINUOUSLY REDUCES ENERGY REQUIREMENTS FOR ITS PRODUCTS BY IMPROVING FORMULATIONS, OPTIMIZING REACTION CONDITIONS, AND ENHANCING PROCESS EFFICIENCY. R&D-LED INITIATIVES TARGETED LOWER REACTION TEMPERATURES, SHORTER BATCH CYCLES, AND ENERGY-EFFICIENT MIXING. THESE IMPROVEMENTS CONTRIBUTED TO REDUCED ENERGY INTENSITY ACROSS PRODUCT LINES, SUPPORTED BY VFD ADOPTION AND HIGH-EFFICIENCY UTILITY SYSTEMS. RENEWABLE ENERGY CONTRIBUTION GREW TO 173,662 kWh, LOWERING DEPENDENCE ON GRID ELECTRICITY. ANNUAL ENERGY CONSUMPTION REDUCTIONS (DOWN BY 61,742.42 kWh) DEMONSTRATE MEASURABLE IMPROVEMENT. PRODUCT LIFECYCLE ASSESSMENTS AND R&D DEVELOPMENT OF LOW-CARBON SURFACTANTS FURTHER REDUCE EMBODIED ENERGY IN FINAL PRODUCTS, SUPPORTING CUSTOMER SUSTAINABILITY EXPECTATIONS AND VALUE-CHAIN DECARBONIZATION.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India. <b>UNIT II:</b> Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605. Palghar, Maharashtra, India. <b>UNIT III:</b> Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.	Form No : EIPL/SMS/010 Issue No : 01 Rev No : 00 Date : 11 <sup>th</sup> April, 2025 Page : 12 of 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## 26. WATER AND EFFLUENTS (GRI 303)

EIPL MANAGES WATER RESPONSIBLY ACROSS ITS OPERATIONS, RECOGNIZING IT AS A SHARED AND VITAL RESOURCE. THE COMPANY MONITORS WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE, ENSURING SUSTAINABLE USAGE AND MINIMAL ENVIRONMENTAL IMPACT. EFFLUENTS ARE TREATED ACCORDING TO REGULATORY STANDARDS BEFORE BEING DISCHARGED, WITH WATER QUALITY AND DESTINATION CAREFULLY TRACKED. WATER EFFICIENCY INITIATIVES, RECYCLING, AND REUSE PROGRAMS REDUCE OVERALL CONSUMPTION, WHILE ENGAGEMENT WITH SUPPLIERS AND COMMUNITIES SUPPORTS SUSTAINABLE WATER PRACTICES. BY MEASURING WITHDRAWALS, CONSUMPTION, AND DISCHARGE, EIPL OPTIMIZES WATER USE, PROTECTS ECOSYSTEMS, ENSURES COMPLIANCE, AND PROMOTES CONSERVATION. THESE EFFORTS DEMONSTRATE EIPL'S COMMITMENT TO WATER STEWARDSHIP AND RESPONSIBLE RESOURCE MANAGEMENT ALIGNED WITH ESG PRINCIPLES.

## 27. BIODIVERSITY (GRI 304)


EIPL IS COMMITTED TO PROTECTING BIODIVERSITY ACROSS ITS OPERATIONAL SITES AND SURROUNDING AREAS. THE COMPANY IDENTIFIES LOCATIONS IN OR NEAR BIODIVERSITY-SENSITIVE REGIONS AND ASSESSES POTENTIAL IMPACTS ON ECOSYSTEMS, HABITATS, AND SPECIES. OPERATIONAL ACTIVITIES ARE DESIGNED TO MINIMIZE DISRUPTION, PREVENT POLLUTION, AND AVOID HABITAT LOSS. WHERE IMPACTS OCCUR, RESTORATION INITIATIVES ARE IMPLEMENTED TO REHABILITATE AFFECTED AREAS AND SUPPORT ECOSYSTEM RECOVERY. MONITORING PROGRAMS TRACK FLORA AND FAUNA POTENTIALLY AFFECTED BY OPERATIONS, ENSURING TIMELY MITIGATION. BY INTEGRATING BIODIVERSITY CONSIDERATIONS INTO PLANNING, OPERATIONS, AND STAKEHOLDER ENGAGEMENT, EIPL PROMOTES ENVIRONMENTAL STEWARDSHIP, SAFEGUARDS NATURAL RESOURCES, AND DEMONSTRATES ITS COMMITMENT TO SUSTAINABLE AND RESPONSIBLE BUSINESS PRACTICES.

## 28. EMISSIONS (GRI 305)

EPIL'S TOTAL GHG EMISSIONS FOR FY 2024-25 WERE 17,024.51 tCO<sub>2</sub>e (KPI 6), COMPRISING SCOPE 1: 1,030.091 tCO<sub>2</sub>e (KPI 1), SCOPE 2: 2,244.334 tCO<sub>2</sub>e (KPI 2), AND SCOPE 3: 13,749.27 tCO<sub>2</sub>e (KPI 3). UPSTREAM EMISSIONS WERE 8,931.439 tCO<sub>2</sub>e AND DOWNSTREAM 4,817.834 tCO<sub>2</sub>e. TOTAL EMISSIONS REDUCED FROM 17,364.17 → 17,024.51 tCO<sub>2</sub>e, DEMONSTRATING IMPROVED OPERATIONAL EFFICIENCY, LOGISTICS OPTIMIZATION, AND RENEWABLE-ENERGY INTEGRATION. AIR POLLUTANT EMISSIONS WERE MAINTAINED AT 0.83 TONS (KPI 21), AND THE AIR QUALITY INDEX IMPROVED TO 37.19 (KPI 24). EPIL FOLLOWS ISO 14064-1, WITH SBTi-ALIGNED TARGETS FOR ABSOLUTE EMISSIONS REDUCTIONS ACROSS ALL SCOPES.

## 29. DIRECT (SCOPE 1) EMISSIONS (GRI 305-1)

EPIL'S SCOPE 1 EMISSIONS FOR FY 2024-25 TOTALED 1,030.091 tCO<sub>2</sub>e (KPI 1), GENERATED MAINLY FROM STATIONARY COMBUSTION (BOILERS, THERMIC FLUID HEATERS), DG-SET OPERATIONS, MOBILE COMBUSTION FROM IN-PLANT VEHICLES, AND REFRIGERANT FUGITIVE EMISSIONS. EMISSIONS DECREASED STEADILY OVER PREVIOUS YEARS (1071.7 → 1050.69 → 1030.091 tCO<sub>2</sub>e), REFLECTING IMPROVED EQUIPMENT EFFICIENCY, ENHANCED COMBUSTION CONTROL, LEAK PREVENTION, AND PREVENTIVE MAINTENANCE PROGRAMS. GAS-WISE CONTRIBUTIONS INCLUDE CO<sub>2</sub>: 1,015.091, CH<sub>4</sub>: 8, N<sub>2</sub>O: 7 tCO<sub>2</sub>e. CONTINUOUS MONITORING AND ANNUAL GHG REVIEWS ENSURE ACCURACY AND ALIGNMENT WITH ISO 14064-1. EPIL TARGETS A 42% SCOPE 1 REDUCTION BY 2035 UNDER SBTi GUIDELINES.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 13 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

### 30. INDIRECT (SCOPE 2) EMISSIONS (GRI 305-2)

SCOPE 2 EMISSIONS ARISE FROM PURCHASED GRID ELECTRICITY AND TOTALED 2,244.334 tCO<sub>2</sub>E FOR FY 2024-25 (KPI 2). THESE EMISSIONS REDUCED CONSISTENTLY OVER THREE YEARS (2335 –2289.22 –2244.334 tCO<sub>2</sub>E), DRIVEN BY ENERGY-EFFICIENCY MEASURES, LED UPGRADES, IMPROVED POWER FACTOR, AND OPERATIONAL OPTIMIZATION. INCREASING RENEWABLE ENERGY CONSUMPTION TO 173,662 kWh HELPED FURTHER REDUCE EMISSION INTENSITY. EPIL AIMS FOR A 60% SCOPE 2 REDUCTION BY 2032 AND 80% RENEWABLE ELECTRICITY BY 2030 UNDER ITS SBTi-ALIGNED CLIMATE STRATEGY. MONTHLY ELECTRICITY AUDITS AND ADVANCED METERING ENSURE HIGH-QUALITY DATA AND CONTINUOUS TRACKING OF GRID-RELATED EMISSIONS.

### 31. OTHER INDIRECT (SCOPE 3) EMISSIONS (GRI 305-3)

SCOPE 3 EMISSIONS CONSTITUTE THE LARGEST SHARE OF EPIL'S FOOTPRINT AT 13,749.27 tCO<sub>2</sub>E (KPI 3). UPSTREAM ACTIVITIES CONTRIBUTE 8,931.439 tCO<sub>2</sub>E (RAW MATERIALS, PACKAGING, TRANSPORT, WASTE, BUSINESS TRAVEL), WHILE DOWNSTREAM ACTIVITIES CONTRIBUTE 4,817.834 tCO<sub>2</sub>E (PRODUCT USE, DISTRIBUTION, END-OF-LIFE). EMISSIONS REDUCED STEADILY FROM 14,304.75 –14,024.26 –13,749.27 tCO<sub>2</sub>E. SUPPLIER ASSESSMENTS (100%—KPI 52-57) AND LOGISTICS OPTIMIZATION SUPPORT SCOPE 3 REDUCTIONS. MANDATORY SBTi SCOPE 3 TARGETS AIM TO REDUCE VALUE-CHAIN EMISSIONS BY 25% BY 2035, SUPPORTED BY SUPPLIER CAPACITY BUILDING, LOW-CARBON RAW-MATERIAL R&D, AND PCF (PRODUCT CARBON FOOTPRINT) DEVELOPMENT FOR MAJOR PRODUCT LINES.


### 32. GHG EMISSIONS INTENSITY (GRI 305-4)

EPIL'S TOTAL EMISSIONS INTENSITY IS CALCULATED AS 17,023.695 tCO<sub>2</sub>E ACROSS AN ESTIMATED 40,000 TONNES OF PRODUCTION, RESULTING IN –0.43 tCO<sub>2</sub>E PER TONNE OF PRODUCT. SCOPE 1+2 INTENSITY IS –0.082 tCO<sub>2</sub>E PER TONNE, REFLECTING CONTINUOUS EFFICIENCY IMPROVEMENTS. KPI TRENDS SHOW TOTAL EMISSIONS REDUCED FROM 17,364.17 –17,024.51 tCO<sub>2</sub>E, IMPROVING INTENSITY PER EMPLOYEE TO –56.75 tCO<sub>2</sub>E/EMPLOYEE. ENERGY EFFICIENCY, RENEWABLE ENERGY EXPANSION, LOGISTICS OPTIMIZATION, AND SUPPLIER SUSTAINABILITY PROGRAMS CONTRIBUTED TO REDUCED CARBON INTENSITY. EPIL'S SBTi PATHWAY TARGETS ABSOLUTE AND INTENSITY-BASED REDUCTIONS ACROSS ALL SCOPES TO ALIGN WITH THE 1.5°C CLIMATE SCIENCE TRAJECTORY.

### 33. REDUCTION OF GHG EMISSIONS (GRI 305-5)

EPIL ACHIEVED YEAR-ON-YEAR REDUCTIONS IN TOTAL EMISSIONS, DECREASING FROM 17,364.17 tCO<sub>2</sub>E (2023-24) TO 17,024.51 tCO<sub>2</sub>E (2024-25)—A REDUCTION OF 339.66 tCO<sub>2</sub>E (KPI 6). SCOPE-WISE REDUCTIONS INCLUDE LOWER FUEL CONSUMPTION, REDUCED ELECTRICITY USE, OPTIMIZED LOGISTICS, WASTE MINIMIZATION, AND EXPANDED RENEWABLE ENERGY SOURCING. PRODUCT IMPROVEMENT, SUPPLIER ENGAGEMENT, AND OPERATIONAL EFFICIENCY CONTRIBUTED TO REDUCED EMBODIED EMISSIONS. EPIL'S SBTi-ALIGNED PLAN INCLUDES ANNUAL 4.2% ABSOLUTE REDUCTIONS UNTIL 2035. EACH EFFICIENCY ACTION—SUCH AS VFD INSTALLATION, BOILER OPTIMIZATION, AND GREENER RAW MATERIALS—DIRECTLY CONTRIBUTES TO ANNUAL GHG PERFORMANCE IMPROVEMENTS VERIFIED UNDER ISO/IEC 17029.



	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India. <b>UNIT II:</b> Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605. Palghar, Maharashtra, India. <b>UNIT III:</b> Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.	Form No : EIPL/SMS/010 Issue No : 01 Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 11 <sup>TH</sup> APRIL, 2025 Page : 14 OF 25

### 34. EMISSIONS OF OZONE-DEPLETING SUBSTANCES (GRI 305-6)

EIPL DOES NOT USE OZONE-DEPLETING SUBSTANCES (ODS) IN ITS MANUFACTURING OPERATIONS. REFRIGERANTS IN USE INCLUDE NON-ODS GASES SUCH AS HFC-134A AND R-410A, WHICH HAVE GLOBAL WARMING POTENTIAL BUT NO OZONE-DEPLETION POTENTIAL. FUGITIVE EMISSIONS ARE MONITORED THROUGH PREVENTIVE MAINTENANCE AND LEAK DETECTION PROGRAMS. NO ODS CONSUMPTION WAS RECORDED IN FY 2024-25, CONSISTENT WITH NATIONAL REGULATIONS AND ESG REQUIREMENTS. EIPL'S TRANSITION STRATEGY INCLUDES EXPLORING LOWER-GWP REFRIGERANTS AND SYSTEMIC LEAKAGE-PREVENTION PROTOCOLS. ALL REFRIGERANT HANDLING IS CARRIED OUT BY CERTIFIED TECHNICIANS, AND NO ODP-LINKED INCIDENTS OR RELEASES OCCURRED DURING THE REPORTING PERIOD, CONFIRMING FULL COMPLIANCE WITH INDIA'S OZONE RULES.

### 35. NO<sub>x</sub>, SO<sub>x</sub>, AND OTHER AIR EMISSIONS (GRI 305-7)


AIR EMISSIONS FROM COMBUSTION SOURCES INCLUDE NO<sub>x</sub>, SO<sub>x</sub>, PARTICULATE MATTER, AND SMALL QUANTITIES OF VOCs. IN FY 2024-25, TOTAL AIR POLLUTANTS MEASURED WERE 0.83 METRIC TONS (KPI 21), MAINTAINED WITHIN REGULATORY STANDARDS. EIPL IMPLEMENTS STACK MONITORING, DG-SET EMISSION CONTROLS, AND LOW-SULFUR FUEL USAGE TO MINIMIZE EMISSIONS. AIR QUALITY INDEX IMPROVED FROM 43.73 ~~—42.24~~ ~~—37.19~~, REFLECTING BETTER COMBUSTION EFFICIENCY AND MAINTENANCE PRACTICES (KPI 24). CONTINUOUS MONITORING, POLLUTION-CONTROL EQUIPMENT UPKEEP, AND TIMELY CALIBRATION ENSURE EMISSIONS REMAIN WITHIN STATUTORY AND ESG PERFORMANCE REQUIREMENTS. EIPL AIMS TO FURTHER LOWER AIR POLLUTANTS AS PART OF ITS DECARBONIZATION AND CLEAN-AIR COMMITMENTS.

### 36. WASTE (GRI 306)

EIPL ADOPTS ENVIRONMENTALLY SAFE WASTE-MANAGEMENT PRACTICES ALIGNED WITH HAZARDOUS-WASTE RULES. WASTE CATEGORIES ARE SEGREGATED, LABELED, RECORDED, AND STORED IN DESIGNATED AREAS WITH SPILL-CONTROL ARRANGEMENTS. AUTHORIZED RECYCLERS AND DISPOSAL PARTNERS MANAGE FINAL TREATMENT. REGULAR AUDITS, WASTE MANIFESTS, AND DISPOSAL CERTIFICATES ENSURE TRACEABILITY. REDUCTION INITIATIVES INCLUDE MATERIAL-USE OPTIMIZATION, RECYCLING, AND IMPROVED PROCESS EFFICIENCY. TRAINING PROGRAMS STRENGTHEN EMPLOYEE AWARENESS. THESE MEASURES ENSURE RESPONSIBLE WASTE MANAGEMENT ACROSS OPERATIONS.

### 37. ENVIRONMENTAL COMPLIANCE (GRI 307)

EIPL IS COMMITTED TO FULL COMPLIANCE WITH ENVIRONMENTAL LAWS, REGULATIONS, AND PERMITS ACROSS ALL ITS OPERATIONS. THE COMPANY HAS IMPLEMENTED ROBUST ENVIRONMENTAL MANAGEMENT SYSTEMS, REGULAR AUDITS, AND MONITORING PROCEDURES TO PREVENT VIOLATIONS AND ENSURE ADHERENCE TO LEGAL REQUIREMENTS. EMPLOYEES AND CONTRACTORS ARE TRAINED ON ENVIRONMENTAL OBLIGATIONS, BEST PRACTICES, AND REPORTING PROTOCOLS. ANY POTENTIAL NON-COMPLIANCE INCIDENTS ARE PROMPTLY IDENTIFIED, INVESTIGATED, AND CORRECTIVE MEASURES IMPLEMENTED TO MITIGATE IMPACTS. TO DATE, EIPL HAS MAINTAINED A RECORD OF NO SIGNIFICANT ENVIRONMENTAL NON-COMPLIANCE. THESE EFFORTS REFLECT THE COMPANY'S DEDICATION TO REGULATORY COMPLIANCE, ENVIRONMENTAL STEWARDSHIP, AND SUSTAINABLE OPERATIONAL PRACTICES ALIGNED WITH ESG PRINCIPLES.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India. <b>UNIT II:</b> Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605. Palghar, Maharashtra, India. <b>UNIT III:</b> Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.	Form No : EIPL/SMS/010 Issue No : 01 Rev No : 00 Date : 11 <sup>th</sup> April, 2025 Page : 15 of 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

### 38. SUPPLIER ENVIRONMENTAL ASSESSMENT (GRI 308)

EIPL INTEGRATES ENVIRONMENTAL CONSIDERATIONS INTO SUPPLIER MANAGEMENT BY SCREENING NEW SUPPLIERS AGAINST RIGOROUS ENVIRONMENTAL CRITERIA, INCLUDING RESOURCE EFFICIENCY, EMISSIONS CONTROL, WASTE MANAGEMENT, AND COMPLIANCE WITH REGULATIONS. SUPPLIERS ARE EVALUATED BEFORE ONBOARDING TO ENSURE ALIGNMENT WITH EIPL'S SUSTAINABILITY AND ESG COMMITMENTS. ONGOING MONITORING IDENTIFIES ANY NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN, SUCH AS EXCESSIVE WASTE, ENERGY INEFFICIENCY, OR NON-COMPLIANCE WITH ENVIRONMENTAL STANDARDS. WHEN ISSUES ARE DETECTED, CORRECTIVE ACTIONS, ENGAGEMENT PROGRAMS, AND CAPACITY-BUILDING INITIATIVES ARE IMPLEMENTED TO MITIGATE IMPACTS AND IMPROVE PERFORMANCE. THIS APPROACH ENSURES RESPONSIBLE PROCUREMENT, REDUCES ENVIRONMENTAL RISKS, AND FOSTERS SUSTAINABLE SUPPLIER RELATIONSHIPS ALIGNED WITH CORPORATE SUSTAINABILITY GOALS.

### 39. EMPLOYMENT (GRI 401)

EIPL FOSTERS A SUPPORTIVE AND INCLUSIVE WORK ENVIRONMENT, TRACKING EMPLOYEE HIRING, TURNOVER, BENEFITS, AND PARENTAL LEAVE. NEW HIRES ARE ONBOARDED WITH COMPREHENSIVE ORIENTATION, WHILE TURNOVER IS MONITORED TO IDENTIFY RETENTION TRENDS AND IMPROVE WORKFORCE STABILITY. FULL-TIME EMPLOYEES RECEIVE COMPETITIVE BENEFITS, INCLUDING HEALTH COVERAGE, RETIREMENT PLANS, PERFORMANCE INCENTIVES, AND WELLNESS PROGRAMS, REFLECTING EIPL'S COMMITMENT TO EMPLOYEE WELFARE. PARENTAL LEAVE POLICIES PROVIDE PAID LEAVE FOR CHILDBIRTH, ADOPTION, AND CHILDCARE RESPONSIBILITIES, SUPPORTING WORK-LIFE BALANCE AND GENDER EQUALITY. BY MONITORING EMPLOYMENT METRICS AND PROVIDING ROBUST BENEFITS, EIPL ENSURES EMPLOYEE SATISFACTION, RETENTION, AND ENGAGEMENT, DEMONSTRATING ALIGNMENT WITH ESG PRINCIPLES AND RESPONSIBLE HUMAN RESOURCE MANAGEMENT PRACTICES.


### 40. LABOR/MANAGEMENT RELATIONS (GRI 402)

EIPL MAINTAINS TRANSPARENT LABOR AND MANAGEMENT RELATIONS BY ENSURING CLEAR COMMUNICATION AND ADHERENCE TO AGREED NOTICE PERIODS FOR OPERATIONAL CHANGES. EMPLOYEES ARE INFORMED IN ADVANCE OF SIGNIFICANT ORGANIZATIONAL, PRODUCTION, OR OPERATIONAL ADJUSTMENTS TO ALLOW ADEQUATE TIME FOR CONSULTATION, PLANNING, AND ADAPTATION. POLICIES GOVERNING NOTICE PERIODS ALIGN WITH LEGAL REQUIREMENTS AND COLLECTIVE AGREEMENTS WHERE APPLICABLE, PROMOTING FAIRNESS, TRUST, AND WORKFORCE STABILITY. REGULAR DIALOGUE BETWEEN MANAGEMENT AND EMPLOYEE REPRESENTATIVES FACILITATES UNDERSTANDING, ADDRESSES CONCERNS, AND MITIGATES POTENTIAL DISPUTES. BY UPHOLDING MINIMUM NOTICE PERIODS AND FOSTERING CONSTRUCTIVE LABOR RELATIONS, EIPL DEMONSTRATES ITS COMMITMENT TO EMPLOYEE RIGHTS, ORGANIZATIONAL TRANSPARENCY, AND SUSTAINABLE WORKPLACE PRACTICES CONSISTENT WITH ESG PRINCIPLES.

### 41. OCCUPATIONAL HEALTH AND SAFETY (GRI 403)

EIPL IMPLEMENTS A COMPREHENSIVE OHS FRAMEWORK INCLUDING RISK ASSESSMENTS, MSDS COMPLIANCE, PPE AUDITS, EMERGENCY DRILLS, CHEMICAL-SAFETY TRAINING, MACHINE-SAFETY INSPECTIONS, AND REGULAR MEDICAL CHECKUPS. ACCIDENT INVESTIGATION REPORTS IDENTIFY ROOT CAUSES AND CORRECTIVE ACTIONS. WELFARE PROGRAMS, POSTERS, TOOLBOX TALKS, AND BEHAVIORAL-SAFETY INITIATIVES STRENGTHEN CULTURE.



	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 16 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

CONTINUOUS MONITORING ENSURES ADHERENCE TO STATUTORY NORMS AND ESG COMMITMENTS. THE SYSTEM PROMOTES A SAFE, HEALTHY WORKPLACE.

#### 42. HAZARDOUS WASTE (GRI 403-2)

EIPL MANAGES HAZARDOUS WASTE WITH STRICT ADHERENCE TO OCCUPATIONAL HEALTH, SAFETY, AND ENVIRONMENTAL REGULATIONS TO PROTECT WORKERS AND PREVENT EXPOSURE-RELATED RISKS. HAZARDOUS WASTE SUCH AS CHEMICAL RESIDUES, SPENT SOLVENTS, CONTAMINATED RAGS, AND SLUDGE IS SEGREGATED AT THE SOURCE, LABELED CLEARLY, AND STORED IN SECURE, VENTILATED AREAS WITH SECONDARY CONTAINMENT TO AVOID LEAKS AND SPILLS. ONLY AUTHORIZED HAZARDOUS WASTE HANDLERS TRANSPORT AND DISPOSE OF THIS WASTE, ENSURING FULL COMPLIANCE WITH REGULATORY STANDARDS. EMPLOYEES WORKING IN HAZARDOUS WASTE ZONES RECEIVE SPECIALIZED PPE, TRAINING ON SAFE HANDLING, AND EMERGENCY RESPONSE GUIDANCE. THESE CONTROLS MINIMIZE HEALTH RISKS AND ENSURE RESPONSIBLE, SAFE WASTE MANAGEMENT.

#### 43. NON-HAZARDOUS WASTE (GRI 403-2)


EIPL HANDLES NON-HAZARDOUS WASTE IN A MANNER THAT PROMOTES WORKER SAFETY, CLEANLINESS, AND ENVIRONMENTAL RESPONSIBILITY. NON-HAZARDOUS WASTE STREAMS—including PACKAGING MATERIALS, PLASTICS, PAPER, SCRAP METAL, AND GENERAL OFFICE WASTE—are SEGREGATED TO REDUCE MANUAL HANDLING RISKS AND IMPROVE WORKPLACE HYGIENE. CLEARLY MARKED BINS AND COLLECTION ZONES HELP PREVENT IMPROPER DISPOSAL AND ENSURE SAFE MOVEMENT OF WASTE WITHIN THE FACILITY. EMPLOYEES ARE TRAINED IN SAFE HANDLING TECHNIQUES TO AVOID INJURIES SUCH AS CUTS, SLIPS, AND LIFTING-RELATED STRAINS. RECYCLABLE WASTE IS ROUTED TO CERTIFIED VENDORS, REDUCING LANDFILL DEPENDENCY. THROUGH ORGANIZED WASTE SEGREGATION AND SAFE DISPOSAL PRACTICES, EIPL ENSURES A HEALTHIER AND SAFER WORK ENVIRONMENT.

#### 44. WORKERS COVERED BY OCCUPATIONAL HEALTH & SAFETY (OH&S) SYSTEM (GRI 403-8)

EIPL ENSURES THAT ALL EMPLOYEES, CONTRACTORS, AND RELEVANT STAKEHOLDERS ARE COMPREHENSIVELY COVERED UNDER ITS OCCUPATIONAL HEALTH & SAFETY (OH&S) MANAGEMENT SYSTEM. THE SYSTEM INCLUDES RISK ASSESSMENTS, SAFETY PROTOCOLS, INCIDENT REPORTING, EMERGENCY PREPAREDNESS, AND COMPLIANCE WITH REGULATORY STANDARDS. WORKERS RECEIVE TRAINING ON HAZARD IDENTIFICATION, SAFE WORK PRACTICES, AND USE OF PERSONAL PROTECTIVE EQUIPMENT, WHILE REGULAR AUDITS AND INSPECTIONS MONITOR ADHERENCE TO SAFETY POLICIES. COVERAGE EXTENDS ACROSS ALL OPERATIONAL SITES, ENSURING CONSISTENT PROTECTION AND AWARENESS. BY MAINTAINING FULL OH&S COVERAGE, EIPL SAFEGUARDS EMPLOYEE WELL-BEING, MINIMIZES WORKPLACE INCIDENTS, AND DEMONSTRATES COMMITMENT TO A SAFE, HEALTHY, AND ESG-ALIGNED WORK ENVIRONMENT.

#### 45. WORK-RELATED INJURIES (GRI 403-9)

EIPL PRIORITIZES WORKPLACE SAFETY BY SYSTEMATICALLY TRACKING AND MANAGING WORK-RELATED INJURIES ACROSS ALL OPERATIONS. INCIDENTS ARE RECORDED, INVESTIGATED, AND ANALYZED TO IDENTIFY ROOT CAUSES AND IMPLEMENT CORRECTIVE MEASURES, PREVENTING RECURRENCE. SAFETY PROTOCOLS, EMPLOYEE TRAINING, AND RISK ASSESSMENTS ARE INTEGRAL TO MINIMIZING HAZARDS, WHILE PERSONAL PROTECTIVE EQUIPMENT AND SAFE WORK PROCEDURES REDUCE EXPOSURE TO POTENTIAL INJURIES.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 17 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

KEY METRICS, INCLUDING INJURY FREQUENCY AND SEVERITY RATES, ARE MONITORED AND REPORTED TO MANAGEMENT FOR CONTINUOUS IMPROVEMENT. THROUGH PROACTIVE SAFETY MANAGEMENT, EIPL ENSURES THE WELL-BEING OF EMPLOYEES AND CONTRACTORS, REINFORCES A CULTURE OF SAFETY, AND DEMONSTRATES ITS COMMITMENT TO RESPONSIBLE, ESG-ALIGNED OPERATIONAL PRACTICES.

#### 46. WORK-RELATED ILL HEALTH (GRI 403-10)

EIPL MONITORS AND MANAGES WORK-RELATED ILL HEALTH TO ENSURE THE PHYSICAL AND MENTAL WELL-BEING OF EMPLOYEES AND CONTRACTORS. HEALTH RISKS, INCLUDING EXPOSURE TO CHEMICALS, ERGONOMIC CHALLENGES, AND OCCUPATIONAL STRESS, ARE IDENTIFIED THROUGH RISK ASSESSMENTS AND REGULAR MEDICAL CHECK-UPS. PREVENTIVE MEASURES SUCH AS PERSONAL PROTECTIVE EQUIPMENT, WORKPLACE ERGONOMICS, HYGIENE PROTOCOLS, AND HEALTH AWARENESS PROGRAMS ARE IMPLEMENTED. INCIDENTS OF WORK-RELATED ILLNESS ARE RECORDED, INVESTIGATED, AND ADDRESSED WITH CORRECTIVE ACTIONS TO PREVENT RECURRENCE. MONITORING METRICS INFORM MANAGEMENT DECISIONS AND CONTINUOUS IMPROVEMENT INITIATIVES. THROUGH THESE EFFORTS, EIPL DEMONSTRATES A PROACTIVE COMMITMENT TO SAFEGUARDING WORKFORCE HEALTH AND MAINTAINING A SAFE, ESG-ALIGNED WORK ENVIRONMENT.

#### 47. TRAINING & EDUCATION (GRI 404)


EIPL PROVIDES STRUCTURED TRAINING FOR EMPLOYEES COVERING TECHNICAL SKILLS, ENVIRONMENTAL MANAGEMENT, SAFETY PRACTICES, AND ETHICAL CONDUCT. TRAINING CALENDARS DEFINE YEARLY LEARNING PROGRAMS. COMPETENCY EVALUATIONS ENSURE EFFECTIVENESS. SPECIAL SESSIONS ON WASTE HANDLING, SAFETY RULES, EMERGENCY RESPONSE, CHEMICAL MANAGEMENT, AND ESG RESPONSIBILITIES STRENGTHEN WORKFORCE CAPABILITY. THE COMPANY ALSO SUPPORTS EXTERNAL CERTIFICATIONS AND DEVELOPMENTAL PROGRAMS. THESE EFFORTS FOSTER CONTINUOUS LEARNING AND PROFESSIONAL GROWTH.

#### 48. DIVERSITY & EQUAL OPPORTUNITY (GRI 405)

EIPL UPHOLDS EQUAL OPPORTUNITY AND FAIR TREATMENT ACROSS ALL ROLES, GENDERS, AND AGE GROUPS. RECRUITMENT, PERFORMANCE EVALUATION, AND PROMOTIONS ARE MERIT-BASED AND TRANSPARENT. AWARENESS PROGRAMS REINFORCE DIVERSITY VALUES, AND POSTERS STRENGTHEN INCLUSION CULTURE. LOCAL HIRING SUPPORTS COMMUNITY DEVELOPMENT. GOVERNMENT-MANDATED GUIDELINES AND ETHICAL PRACTICES ENSURE A RESPECTFUL AND NON-DISCRIMINATORY ENVIRONMENT. CONTINUOUS MONITORING STRENGTHENS DIVERSITY GOVERNANCE.

#### 49. NON-DISCRIMINATION (GRI 406)

EIPL ENFORCES STRICT POLICIES PROHIBITING DISCRIMINATION AND HARASSMENT. EMPLOYEES CAN RAISE CONCERNS THROUGH CONFIDENTIAL GRIEVANCE CHANNELS, INCLUDING THE INTERNAL COMPLAINTS COMMITTEE (ICC). TRAINING ON RESPECTFUL WORKPLACE BEHAVIOR STRENGTHENS AWARENESS. REMEDIATION PROCEDURES ENSURE FAIR HANDLING OF CASES, CONFIDENTIALITY, AND NON-RETALIATION. POSTERS AND COMMUNICATION REINFORCE EXPECTATIONS. THESE MEASURES HELP MAINTAIN A SAFE, INCLUSIVE, AND EQUITABLE ENVIRONMENT.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India. <b>UNIT II:</b> Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605, Palghar, Maharashtra, India. <b>UNIT III:</b> Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.	Form No : EIPL/SMS/010 Issue No : 01 Rev No : 00 Date : 11 <sup>TH</sup> APRIL, 2025 Page : 18 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## 50. CHILD LABOR AND FORCED LABOR (GRI 408 & 409)

EIPL MAINTAINS A STRICT ZERO-TOLERANCE POLICY AGAINST CHILD LABOR AND FORCED LABOR ACROSS ALL OPERATIONS AND ITS SUPPLY CHAIN. OPERATIONS ARE REGULARLY ASSESSED TO IDENTIFY ANY RISK OF EMPLOYING UNDERAGE WORKERS OR INDIVIDUALS UNDER COERCION. SUPPLIERS AND CONTRACTORS UNDERGO SCREENING AND DUE DILIGENCE TO ENSURE COMPLIANCE WITH LABOR LAWS, ETHICAL STANDARDS, AND HUMAN RIGHTS PRINCIPLES. TRAINING AND AWARENESS PROGRAMS EDUCATE EMPLOYEES ON IDENTIFYING AND PREVENTING LABOR VIOLATIONS. ANY POTENTIAL RISKS ARE PROMPTLY ADDRESSED THROUGH CORRECTIVE ACTIONS AND MONITORING. THESE MEASURES ENSURE THAT EIPL UPHOLDS ETHICAL LABOR PRACTICES, PROTECTS HUMAN RIGHTS, AND ALIGNS ITS OPERATIONS WITH ESG AND GLOBAL SUSTAINABILITY STANDARDS.

## 51. HUMAN RIGHTS ASSESSMENT (GRI 412)


EIPL IS COMMITTED TO UPHOLDING HUMAN RIGHTS ACROSS ALL OPERATIONS AND ITS SUPPLY CHAIN. OPERATIONS UNDERGO REGULAR HUMAN RIGHTS ASSESSMENTS TO IDENTIFY POTENTIAL RISKS RELATED TO LABOR PRACTICES, DISCRIMINATION, AND WORKPLACE CONDITIONS. EMPLOYEES AND MANAGEMENT PARTICIPATE IN COMPREHENSIVE HUMAN RIGHTS TRAINING PROGRAMS TO RAISE AWARENESS AND ENSURE COMPLIANCE WITH COMPANY POLICIES AND INTERNATIONAL STANDARDS. CONTRACTS AND AGREEMENTS WITH SUPPLIERS, CONTRACTORS, AND PARTNERS INCLUDE EXPLICIT HUMAN RIGHTS CLAUSES TO ENFORCE ETHICAL PRACTICES THROUGHOUT THE VALUE CHAIN. BY INTEGRATING ASSESSMENTS, TRAINING, AND CONTRACTUAL OBLIGATIONS, EIPL PROMOTES A CULTURE OF RESPECT, ACCOUNTABILITY, AND ESG-ALIGNED OPERATIONS THAT SAFEGUARD HUMAN RIGHTS AND ETHICAL BUSINESS CONDUCT.

## 52. LOCAL COMMUNITIES (GRI 413)

EIPL ACTIVELY ENGAGES WITH LOCAL COMMUNITIES TO SUPPORT SUSTAINABLE DEVELOPMENT AND ADDRESS SOCIO-ECONOMIC NEEDS. COMMUNITY ENGAGEMENT AND DEVELOPMENT PROGRAMS INCLUDE EDUCATION INITIATIVES, SKILL-BUILDING WORKSHOPS, HEALTH AND WELLNESS CAMPAIGNS, AND INFRASTRUCTURE SUPPORT. OPERATIONS ARE ASSESSED FOR POTENTIAL IMPACTS ON SURROUNDING COMMUNITIES, AND MEASURES ARE IMPLEMENTED TO MITIGATE NEGATIVE EFFECTS WHILE ENHANCING POSITIVE CONTRIBUTIONS. STAKEHOLDER CONSULTATIONS ENSURE THAT INITIATIVES ARE ALIGNED WITH LOCAL PRIORITIES AND NEEDS. BY FOSTERING INCLUSIVE PARTICIPATION, MONITORING OUTCOMES, AND PROMOTING SOCIAL RESPONSIBILITY, EIPL STRENGTHENS COMMUNITY RELATIONSHIPS, CONTRIBUTES TO REGIONAL DEVELOPMENT, AND DEMONSTRATES ITS COMMITMENT TO ESG PRINCIPLES, ETHICAL PRACTICES, AND LONG-TERM SOCIAL SUSTAINABILITY.

## 53. SUPPLIER SOCIAL ASSESSMENT (GRI 414)

EIPL INTEGRATES SOCIAL RESPONSIBILITY INTO SUPPLIER MANAGEMENT BY SCREENING NEW SUPPLIERS AGAINST RIGOROUS SOCIAL CRITERIA, INCLUDING LABOR PRACTICES, HUMAN RIGHTS, DIVERSITY, AND WORKPLACE SAFETY. SUPPLIERS ARE EVALUATED BEFORE ONBOARDING TO ENSURE ALIGNMENT WITH EIPL'S ESG COMMITMENTS AND ETHICAL STANDARDS. ONGOING MONITORING IDENTIFIES ANY NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN, SUCH AS NON-COMPLIANCE WITH LABOR LAWS, UNSAFE WORKING CONDITIONS, OR DISCRIMINATORY PRACTICES. WHEN ISSUES ARISE, CORRECTIVE ACTIONS, ENGAGEMENT PROGRAMS, AND CAPACITY-BUILDING INITIATIVES ARE IMPLEMENTED TO MITIGATE RISKS AND IMPROVE PERFORMANCE.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 19 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

THIS APPROACH ENSURES RESPONSIBLE PROCUREMENT, PROMOTES SOCIAL SUSTAINABILITY, AND STRENGTHENS ETHICAL SUPPLIER RELATIONSHIPS ACROSS EIPL'S VALUE CHAIN.

## 54. CUSTOMER HEALTH & SAFETY (GRI 416)


EIPL PRIORITIZES CUSTOMER HEALTH AND SAFETY BY RIGOROUSLY ASSESSING THE POTENTIAL IMPACTS OF ITS PRODUCTS, INCLUDING ETHOXYLATES, PROPOXYLATES, EO/PO BLOCK POLYMERS, AND SPECIALTY CHEMICALS, ACROSS ALL STAGES FROM PRODUCTION TO USE. PRODUCTS UNDERGO SAFETY TESTING, COMPLIANCE VERIFICATION, AND ADHERENCE TO REGULATORY AND INDUSTRY STANDARDS TO PREVENT HAZARDS. ANY INCIDENTS OF NON-COMPLIANCE ARE PROMPTLY INVESTIGATED, CORRECTIVE ACTIONS ARE IMPLEMENTED, AND PREVENTIVE MEASURES ARE STRENGTHENED. CUSTOMER FEEDBACK AND MONITORING SYSTEMS SUPPORT CONTINUOUS IMPROVEMENT. THROUGH THESE INITIATIVES, EIPL ENSURES PRODUCT SAFETY, BUILDS CUSTOMER TRUST, AND DEMONSTRATES COMMITMENT TO ESG PRINCIPLES, ETHICAL BUSINESS PRACTICES, AND THE WELL-BEING OF END-USERS.

## 55. INFORMATION SECURITY (GRI 418)

EIPL IS COMMITTED TO PROTECTING SENSITIVE INFORMATION AND ENSURING ROBUST INFORMATION SECURITY ACROSS ITS OPERATIONS AND DIGITAL PLATFORMS. COMPREHENSIVE POLICIES, IT CONTROLS, ENCRYPTION, AND ACCESS MANAGEMENT SYSTEMS SAFEGUARD CUSTOMER, EMPLOYEE, AND BUSINESS DATA AGAINST UNAUTHORIZED ACCESS, BREACHES, OR MISUSE. EMPLOYEES RECEIVE REGULAR TRAINING ON CYBERSECURITY BEST PRACTICES, DATA PRIVACY, AND INCIDENT REPORTING. ANY SUBSTANTIATED COMPLAINTS OR BREACHES ARE PROMPTLY INVESTIGATED, ADDRESSED WITH CORRECTIVE MEASURES, AND REPORTED TO RELEVANT AUTHORITIES AS REQUIRED. BY MAINTAINING STRINGENT INFORMATION SECURITY PROTOCOLS AND MONITORING SYSTEMS, EIPL PROTECTS STAKEHOLDER DATA, ENSURES REGULATORY COMPLIANCE, MITIGATES RISKS, AND DEMONSTRATES ITS COMMITMENT TO ESG-ALIGNED ETHICAL AND RESPONSIBLE BUSINESS PRACTICES.


## 56. SOCIAL ECONOMIC COMPLIANCE (GRI 419)

EIPL IS COMMITTED TO FULL COMPLIANCE WITH ALL SOCIOECONOMIC LAWS AND REGULATIONS GOVERNING LABOR, TAXATION, TRADE, AND BUSINESS OPERATIONS. THE COMPANY IMPLEMENTS ROBUST COMPLIANCE MANAGEMENT SYSTEMS, REGULAR AUDITS, AND EMPLOYEE TRAINING TO ENSURE ADHERENCE TO LEGAL REQUIREMENTS AND ETHICAL STANDARDS. POLICIES ARE DESIGNED TO PREVENT VIOLATIONS AND PROMOTE TRANSPARENCY, ACCOUNTABILITY, AND RESPONSIBLE BUSINESS CONDUCT. ANY POTENTIAL NON-COMPLIANCE INCIDENTS ARE PROMPTLY INVESTIGATED, WITH CORRECTIVE ACTIONS IMPLEMENTED TO MITIGATE IMPACTS AND PREVENT RECURRENCE. TO DATE, EIPL HAS MAINTAINED A RECORD OF NO SIGNIFICANT SOCIOECONOMIC NON-COMPLIANCE. THESE EFFORTS DEMONSTRATE THE COMPANY'S DEDICATION TO ETHICAL OPERATIONS, REGULATORY ADHERENCE, AND ESG-ALIGNED SUSTAINABLE PRACTICES.

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605, PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 20 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	


## 57. SUSTAINABILITY PERFORMANCE DATA – 1<sup>ST</sup> APRIL 2024-31<sup>ST</sup> MARCH 2025

KPI No	KPI	UNIT	APRIL 2024 - MARCH 2025
ENVIRONMENT			
1	TOTAL GROSS SCOPE 1 GHG EMISSIONS	MTCO <sub>2</sub> E	1030.091
2	TOTAL GROSS SCOPE 2 GHG EMISSIONS (MARKET OR LOCATION BASED)	MTCO <sub>2</sub> E	2244.334
3	TOTAL GROSS SCOPE 3 GHG EMISSIONS	MTCO <sub>2</sub> E	13749.27
4	TOTAL GROSS SCOPE 3 DOWNSTREAM GHG EMISSIONS	MTCO <sub>2</sub> E	4817.834
5	TOTAL GROSS SCOPE 3 UPSTREAM GHG EMISSIONS	MTCO <sub>2</sub> E	8931.439
6	TOTAL SCOPE EMISSION	MTCO <sub>2</sub> E	17024.51
7	TOTAL WATER CONSUMPTION	LITERS	25334.7
8	TOTAL WEIGHT OF NON-HAZARDOUS WASTE	KGS	12580
9	MATERIALS, CHEMICALS, AND WASTE	LITERS	14379.286
10	ENVIRONMENTAL SERVICES AND ADVOCACY	COUNT	7
11	ENERGY CONSUMPTION AND GHGs	kWH	3087116.92
12	PRODUCT USE	PERCENTAGE	22
13	TOTAL WEIGHT OF HAZARDOUS WASTE	KGS	7.425
14	CUSTOMER HEALTH AND SAFETY	COUNT	0
15	TOTAL GROSS ANNUAL REVENUE	Rs	400
16	WATER	LITERS	1245600
17	TOTAL AMOUNT OF WATER RECYCLED AND REUSED	LITERS	317628
18	BIODIVERSITY	PERCENTAGE	17
19	TOTAL RENEWABLE ENERGY CONSUMPTION	kWH	173662
20	PRODUCT END-OF-LIFE	COUNT	43
21	TOTAL WEIGHT OF AIR POLLUTANTS	METRIC TONS	0.83
22	TOTAL ENERGY CONSUMPTION	kWH	3087117
23	TOTAL WEIGHT OF WASTE RECOVERED	KGS	3774
24	AIR POLLUTION	INDEX	37.19
SOCIAL			
25	NUMBER OF WORK-RELATED ACCIDENTS	COUNT	0

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> Plot No. 76-77, Pissurlem Industrial Estate, Pissurlem, Goa 403530, India. <b>UNIT II:</b> Plot No. 1&3, Gut No. 189/1,189/2,191/6,194, Village: Alonde, Tal: Vikramgad, Dist. Palghar (Maharashtra) 401605, Palghar, Maharashtra, India. <b>UNIT III:</b> Global R&D Unit, Plot # 005, Mapusa Industrial Estate, Mapusa, Bardez, Goa 403507, India.	Form No : EIPL/SMS/010 Issue No : 01 Rev No : 00 Date : 11 <sup>TH</sup> APRIL, 2025 Page : 21 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

26	PERCENTAGE OF ALL EMPLOYEES PAID BELOW LIVING WAGE, INCLUDING DIRECT EMPLOYEES AND NON-EMPLOYEE WORKERS	PERCENTAGE	0
27	AVERAGE HOURS OF TRAINING PER EMPLOYEE	HOURS	21
28	NUMBER OF HOURS WORKED	HOURS	1190441
29	PERCENTAGE OF EMPLOYEES FROM A MINORITY OR VULNERABLE GROUP AT TOP MANAGEMENT LEVEL	PERCENTAGE	12
30	NUMBER OF CONFIRMED INFORMATION SECURITY INCIDENTS	COUNT	0
31	WORKING CONDITIONS	PERCENTAGE	100
33	CAREER MANAGEMENT AND TRAINING	PERCENTAGE	100
34	PERCENTAGE OF WOMEN EMPLOYED IN THE WHOLE ORGANIZATION	PERCENTAGE	10.21
35	RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE HIGHEST PAID INDIVIDUAL, TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES	RATIO	0.8
36	NUMBER OF REPORTS RELATED TO WHISTLEBLOWER PROCEDURE	COUNT	0
37	EXTERNAL STAKEHOLDER HUMAN RIGHTS	COUNT	0
38	CHILD LABOR, FORCED LABOR, AND HUMAN TRAFFICKING	COUNT	0
39	NUMBER OF IDENTIFIED DISCRIMINATION OR HARASSMENT INCIDENTS OR CORRECTIVE ACTIONS	COUNT	0
40	PERCENTAGE OF WOMEN AT TOP MANAGEMENT LEVEL	PERCENTAGE	11
41	PERCENTAGE OF EMPLOYEES FROM A MINORITY OR VULNERABLE GROUP IN THE WHOLE ORGANIZATION	PERCENTAGE	9
42	PERCENTAGE OF DIRECT EMPLOYEES COVERED BY A LIVING WAGE BENCHMARKING ANALYSIS	PERCENTAGE	100
43	NUMBER OF DAYS LOST TO WORK-RELATED INJURIES, FATALITIES, AND ILL HEALTH	COUNT	0
44	DISCRIMINATION AND HARASSMENT	COUNT	0
45	EMPLOYEE HEALTH AND SAFETY	COUNT	0
46	PERCENTAGE OF EMPLOYEES TRAINED ON BUSINESS ETHICS	PERCENTAGE	100
47	AVERAGE UNADJUSTED GENDER PAY GAP	PERCENTAGE	0
48	PERCENTAGE OF DIRECT EMPLOYEES PAID BELOW LIVING WAGE	PERCENTAGE	0
49	SOCIAL DIALOGUE	COUNT	15



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	<b>CORPORATE SUSTAINABILITY REPORT</b>	


50	NUMBER OF CONFIRMED CORRUPTION INCIDENTS	COUNT	0
51	PERCENTAGE OF AVERAGE WAGE GAP FOR DIRECT EMPLOYEES PAID BELOW LIVING WAGE AGAINST A LIVING WAGE BENCHMARK	PERCENTAGE	0
GOVERNANCE			
52	PERCENTAGE OR NUMBER OF TARGETED SUPPLIERS COVERED BY A SUSTAINABILITY ON-SITE AUDIT	PERCENTAGE	100
53	PERCENTAGE OR NUMBER OF AUDITED OR ASSESSED SUPPLIERS ENGAGED IN CORRECTIVE ACTIONS OR CAPACITY BUILDING	PERCENTAGE	100
54	PERCENTAGE OF TARGETED SUPPLIERS WHO HAVE SIGNED THE SUPPLIER CODE OF CONDUCT	PERCENTAGE	100
55	PERCENTAGE OR NUMBER OF TARGETED SUPPLIERS COVERED BY A SUSTAINABILITY ASSESSMENT	PERCENTAGE	100
56	PERCENTAGE OR NUMBER OF ALL BUYERS WHO RECEIVED TRAINING ON SUSTAINABLE PROCUREMENT	PERCENTAGE	100
57	PERCENTAGE OF TARGETED SUPPLIERS WITH CONTRACTS THAT INCLUDE CLAUSES ON ENVIRONMENTAL, LABOR, AND HUMAN RIGHTS REQUIREMENTS	PERCENTAGE	100

## 58. GRI INDEX


THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS (2021).

GRI. No	GRI CONTENT INDEX	Pg. No
GRI 1-5	STATEMENT OF USE	5
GRI 2-1	ORGANIZATIONAL PROFILE	5
GRI 2-9	GOVERNANCE STRUCTURE	5
GRI 2-23	POLICY COMMITMENTS	5
GRI 2-29	STAKEHOLDER ENGAGEMENT APPROACH	5
GRI 3-1	PROCESS FOR IDENTIFYING SUSTAINABILITY-RELATED IMPACTS	6
GRI 3-2	LIST OF MATERIAL TOPICS	6
GRI 3-3	MANAGEMENT APPROACH FOR MATERIAL TOPICS	7
GRI 201	ECONOMIC PERFORMANCE DISCLOSURES	7
GRI 202-1	RATIOS OF STANDARD ENTRY-LEVEL WAGE TO LOCAL MINIMUM WAGE	7
GRI 202-2	PROPORTION OF SENIOR MANAGEMENT HIRED FROM LOCAL COMMUNITIES	7




	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 23 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

GRI 203	INDIRECT ECONOMIC IMPACTS	8
GRI 204	PROCUREMENT PRACTICES	8
GRI 205	ANTI-CORRUPTION	8
GRI 206	ANTI-COMPETITIVE BEHAVIOUR	9
GRI 301	MATERIALS	9
GRI 301-1	MATERIALS USED BY WEIGHT OR VOLUME	9
GRI 301-2	RECYCLED INPUT MATERIALS USED	9
GRI 301-3	RECLAIMED PRODUCTS AND PACKAGING	10
GRI 302	ENERGY	10
GRI 302-1	ENERGY CONSUMPTION WITHIN THE ORGANIZATION	10
GRI 302-2	ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION	10
GRI 302-3	ENERGY INTENSITY	11
GRI 302-4	REDUCTIONS IN ENERGY CONSUMPTION	11
GRI 302-5	REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS/SERVICES	11
GRI 303	WATER AND EFFLUENTS	12
GRI 304	BIODIVERSITY	12
GRI 305	EMISSIONS	12
GRI 305-1	DIRECT (SCOPE 1) EMISSIONS	12
GRI 305-2	INDIRECT (SCOPE 2) EMISSIONS	13
GRI 305-3	OTHER INDIRECT (SCOPE 3) EMISSIONS	13
GRI 305-4	GHG EMISSIONS INTENSITY	13
GRI 305-5	REDUCTION OF GHG EMISSIONS	13
GRI 305-6	EMISSIONS OF OZONE-DEPLETING SUBSTANCES	14
GRI 305-7	NO <sub>x</sub> , SO <sub>x</sub> , AND OTHER AIR EMISSIONS	14
GRI 306	WASTE	14
GRI 307	ENVIRONMENTAL COMPLIANCE	14
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT	15
GRI 401	EMPLOYMENT	15
GRI 402	LABOR/MANAGEMENT RELATIONS	15
GRI 403	OCCUPATIONAL HEALTH AND SAFETY	15
GRI 403-2	HAZARDOUS WASTE	16
GRI 403-2	NON-HAZARDOUS WASTE	16

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I:</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II:</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III:</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 24 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

GRI 403-8	WORKERS COVERED BY OCCUPATIONAL HEALTH & SAFETY (OH&S) SYSTEM	16
GRI 403-9	WORK-RELATED INJURIES	16
GRI 403-10	WORK-RELATED ILL HEALTH	17
GRI 404	TRAINING & EDUCATION	17
GRI 405	DIVERSITY & EQUAL OPPORTUNITY	17
GRI 406	NON-DISCRIMINATION	17
GRI 408 & 409	CHILD LABOR AND FORCED LABOR	18
GRI 412	HUMAN RIGHTS ASSESSMENT	18
GRI 413	LOCAL COMMUNITIES	18
GRI 414	SUPPLIER SOCIAL ASSESSMENT	18
GRI 416	CUSTOMER HEALTH & SAFETY	19
GRI 418	INFORMATION SECURITY	19
GRI 419	SOCIAL ECONOMIC COMPLIANCE	19

	<b>ESTEEM INDUSTRIES PVT. LTD.</b> <b>UNIT I :</b> PLOT No. 76-77, PISSURLEM INDUSTRIAL ESTATE, PISSURLEM, GOA 403530, INDIA. <b>UNIT II :</b> PLOT No. 1&3, GUT No. 189/1,189/2,191/6,194, VILLAGE: ALONDE, TAL: VIKRAMGAD, DIST. PALGHAR (MAHARASHTRA) 401605. PALGHAR, MAHARASHTRA, INDIA. <b>UNIT III :</b> GLOBAL R&D UNIT, PLOT # 005, MAPUSA INDUSTRIAL ESTATE, MAPUSA, BARDEZ, GOA 403507, INDIA.	FORM No : EIPL/SMS/010 ISSUE No : 01 REV No : 00 DATE : 11 <sup>TH</sup> APRIL, 2025 PAGE : 25 OF 25
	<b>CORPORATE SUSTAINABILITY REPORT</b>	

## INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 2 & High assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider** : BMQR Certifications Pvt Ltd,  
**Standard Used** : AA1000AS v3, ISO 17029:2019 and GRI.  
**Type of Assurance** : Type 2 & High Assurance  
**Web URL** : [www.bmqrassuranc.com](http://www.bmqrassuranc.com)  
**Authorized Representative (Assurer)**  
Name : S. Elango  
Designation : Associate Certified Sustainability Assurance Practitioner  
Certificate No : AA1000 (ACSAP) C.N: A09122401  
Signature : 