

SAMARTH ERECTORS

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New Panvel District Raigad, Maharashtra – 410206, India.

CORPORATE SUSTAINABILITY REPORT

For the Period 1st April 2024 to 31st March 2025

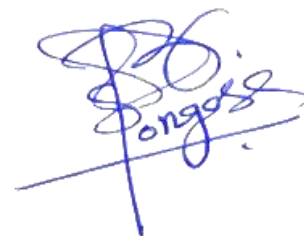


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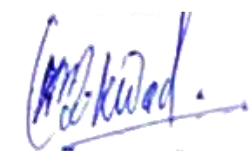
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Date : 28th April, 2025

A handwritten signature in blue ink, appearing to read 'Balu Natha Dongare'.

Prepared by: Balu Natha Dongare

Designation: Admin

A handwritten signature in blue ink, appearing to read 'Karbhari Murlidhar Gaikwad'.

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Designation: CEO



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1. Organizational Details

GRI 2-1

Samarth Erectors (SE India) is a Maharashtra-based mechanical engineering contracting company specializing in plant piping, structural fabrication, machinery installation, and shutdown services for chemical, pharmaceutical, petrochemical, and food industries. With over three decades of experience, SE operates multiple project sites under a centrally managed structure. The company integrates ESG principles into all operations, ensuring compliance with labour laws, environmental regulations, and client standards. SE follows the operational control boundary for GHG accounting, verified through an independent GHG Emission Verification Report. Its activities include construction engineering, logistics, equipment operations, and electricity use. This sustainability report demonstrates SE's commitment to transparency, responsible operations, and emissions reduction.



2. Stakeholder Engagement

GRI 2-29

Stakeholders at SE India include employees, suppliers, transport contractors, clients, regulators, and verification agencies. SE engages them through periodic sustainability reporting, performance reviews, supplier workshops, and communication forums. The company collaborates actively with logistics partners to reduce Scope 3 emissions—its largest impact area—through route optimization, fuel-efficiency programs, and low-carbon transport options. Employees participate in ESG training, safety awareness initiatives, and “Green Champion” recognition programs that encourage environmental ownership. Clients receive GHG disclosures aligned with ISO 14064-1, supported by third-party verified statements. These engagement practices strengthen transparency, accountability, and shared responsibility for continuous climate performance improvement.





3. Material Topic

GRI 102-46



SE India identifies material topics through internal reviews, stakeholder consultations, regulatory requirements, and GHG performance assessments. Key material topics include GHG emissions reduction, energy efficiency, waste and resource management, air pollution control, water conservation, occupational health and safety, ethical labour practices, and supply-chain sustainability. These topics reflect areas of highest environmental and social impact across SE’s mechanical engineering, logistics, fabrication, and shut down operations. Scope 1, 2, and 3 emissions—especially fuel use and transport logistics—are prioritized due to their significant carbon impact. By addressing these material topics, SE strengthens operational efficiency, regulatory compliance, and long-term environmental stewardship aligned with stakeholder expectations and ESG commitments.



ENVIRONMENTAL	SOCIAL GOVERNANCE	GOVERNANCE
<div>1. Biodiversity protection near project sites</div> <div>2. Noise and vibration control during operations</div> <div>3. Spill prevention and chemical management</div> <div>4. Environmental impact assessment for projects</div> <div>5. Renewable energy adoption opportunities</div> <div>6. Carbon footprint reduction initiatives</div> <div>7. Eco-friendly equipment and technologies</div> <div>8. Transportation and logistics emissions</div> <div>9. Site restoration and rehabilitation</div> <div>10. Supplier environmental performance monitoring</div>	<div>1.Employee health and safety</div> <div>2.Training and skill development</div> <div>3.Labor rights and fair wages</div> <div>4.Workplace diversity and inclusion</div> <div>5.Employee welfare and well-being</div> <div>6.Grievance handling and communication channels</div> <div>7.Equal opportunity and non-discrimination</div> <div>8.Local community engagement</div> <div>9.Occupational health and hygiene practices</div> <div>10.Employee retention and satisfaction</div>	<div>1.Compliance with laws and regulations</div> <div>2.Business ethics and anti-corruption</div> <div>3.Health, safety, and environment (HSE) governance</div> <div>4.Risk management and internal controls</div> <div>5.Transparency and accountability in decision-making</div> <div>6.Corporate governance structure and oversight</div> <div>7.Ethical procurement and vendor management</div> <div>8.Data protection and information security</div> <div>9.Whistleblower protection and grievance mechanisms</div> <div>10.ESG reporting and performance disclosure</div>



4. Reporting Practices

GRI 2-3



This report is prepared in accordance with the GRI 2021 Standards, ISO 14064-1:2018, and the GHG Protocol Corporate Standard, using the operational control boundary defined and verified in the 2024 GHG Verification Report. The reporting period covers April 2024 to March 2025, representing SE India's first complete GHG baseline year. Data sources include electricity consumption, diesel usage, logistics and transport emissions, employee commuting, waste handling, and business air travel, all documented in the GHG Emissions Report. All reported data underwent third-party verification by BMQR with limited assurance, confirming that the GHG statement is free from material misstatement and fully aligned with ISO 14064 requirements.



5. Verification & Assurance

GRI 2-5

SE's GHG inventory was independently verified by BMQR in accordance with ISO 14064-3:2019, using a limited assurance approach with a $\pm 5\%$ materiality threshold. The verification process included a review of organizational boundaries, assessment of methodologies, evaluation of emission factors, and cross-checking of activity data across all sources. BMQR confirmed that SE's total emissions of 732.88 tCO₂e are fairly stated and fully aligned with ISO 14064-1:2018 and the GHG Protocol. Minor recommendations included enhancing activity-level traceability—particularly for transport and fuel data—to reduce uncertainty. SE will continue annual verification to maintain transparency, strengthen data quality, and uphold best-practice disclosure standards.





6. ESG Management & Governance

GRI 2-9

SE India maintains a structured governance framework that ensures ethical, transparent, and accountable operations. Governance is led by the CEO and supported by a dedicated ESG Management Team comprising the ESG Director, Sustainability Manager, HSE Officer, Logistics Head, Procurement Head, and Finance Manager. Governance responsibilities include setting decarbonisation goals, monitoring emissions, overseeing ESG implementation, and ensuring compliance with ISO standards, the GHG Protocol, and ISO 14064 frameworks. Policies address anti-corruption, data protection, supplier sustainability, and internal controls. Key initiatives include whistle-blower mechanisms, third-party audits, sensitive transaction approvals, cyber security protections, and automated data systems. The ESG team drives renewable energy adoption, waste minimization, supplier engagement, and sustainable procurement, strengthening long-term organizational resilience and stakeholder trust.



7. Environmental Management Approach

GRI 3-3



SE applies a systematic, ESG-integrated environmental management approach that covers emissions tracking, energy management, waste handling, transportation impacts, and supplier engagement. The company follows the GHG Protocol for Scope 1, 2, and 3 classification and uses ISO 14064 methodologies for quantification, monitoring, and reporting. Significant environmental impacts are identified through periodic assessments and managed through targeted action plans, including renewable power procurement, logistics optimization, diesel efficiency improvements, and enhanced recycling programs. SE ensures continuous improvement through quarterly monitoring, internal audits, and annual third-party verification cycles, with performance evaluated against reduction targets aligned with the Science Based Targets initiative (SBTi).



8. Procurement Practices

GRI 204-1

SE India's procurement practices integrate ESG principles to ensure responsible, transparent, and sustainable sourcing across all projects. The procurement team evaluates suppliers based on quality, cost, delivery reliability, environmental performance, labour standards, and ethical conduct. Sustainability criteria—such as emissions reporting, waste minimization, and safe working conditions—are embedded into purchase orders and supplier contracts. High-risk suppliers undergo enhanced screening, audits, and corrective action plans. SE promotes local sourcing wherever feasible to reduce transportation emissions and support regional economic development. Procurement staff receive regular training on ethical purchasing, anti-corruption controls, and sustainable procurement guidelines, ensuring alignment with SE India's ESG goals.



9. Anti-corruption

GRI 205

SE India maintains a strict zero-tolerance policy toward corruption, bribery, fraud, and unethical business conduct. The company implements strong internal controls, including segregation of duties, multi-level approval workflows, and transparent documentation processes. Employees and suppliers receive regular training on anti-corruption laws, ethical behaviour, and reporting obligations. A confidential whistleblower mechanism enables stakeholders to report concerns without fear of retaliation. High-risk transactions, such as procurement and subcontracting, undergo enhanced scrutiny and periodic audits. SE's Code of Conduct requires all employees and vendors to uphold integrity and comply with legal requirements. These measures safeguard transparency, accountability, and trust across all operations.



10. Ethical Business Conduct

GRI 205-1

SE India conducts periodic corruption risk assessments across procurement, finance, and operational functions to proactively identify vulnerabilities. Strong internal controls—including segregation of duties, multi-level approval systems, document verification, and compliance audits—ensure transparency in all transactions. Sensitive activities such as vendor selection, contract issuance, and financial disbursements undergo enhanced scrutiny to prevent unethical influence. All employees receive anti-corruption and ethics training to reinforce awareness of legal obligations and company policies. A secure whistle-blower mechanism enables confidential reporting without fear of retaliation. Together, these measures uphold integrity, strengthen accountability, and ensure transparent, corruption-free business operations across SE India's value chain.



11. Energy Management

GRI 302-1

SE's energy use primarily includes purchased electricity and diesel consumed at project sites. In 2024, SE recorded 8.46 tCO₂e of Scope 1 emissions from diesel use and 31.30 tCO₂e of Scope 2 emissions from electricity consumption. Although these emissions are lower than transport-related impacts, improving energy efficiency remains a strategic priority. Planned initiatives include LED lighting upgrades, high-efficiency motors, and adopting renewable energy through rooftop solar and green power purchase agreements. SE aims to reduce Scope 2 emissions by 40% by 2026 and achieve a 50% renewable energy share by 2030. Ongoing investments in energy-efficient equipment, employee energy training, and waste-heat recovery systems further enhance performance and align with national climate goals.





12. Water Stewardship

GRI 303-1

SE India manages water responsibly through comprehensive audits that track consumption, detect leakages, and identify reduction opportunities. High-pressure, low-flow cleaning systems significantly minimize freshwater use, while process optimization and responsible chemical handling reduce wastewater generation. The company conducts water risk assessments to evaluate supply availability, quality concerns, and regulatory compliance at each project location. Flow meters and monitoring systems ensure accurate tracking, and employees receive regular training on conservation practices. By strengthening water efficiency measures and reducing operational dependence on freshwater resources, SE India enhances environmental sustainability, mitigates climate-related risks, and improves resilience in increasingly water-scarce regions.



13. Direct (Scope 1) Greenhouse Gas Emissions

GRI 305-1

Scope 1 emissions at SE India arise entirely from direct diesel combustion at project locations for equipment operation, material handling, and on-site mobility. In 2024, verified Scope 1 emissions totalled 8.46 tCO₂e, representing a small portion of overall emissions compared to transport-related activities. Diesel usage is monitored through consumption logs, fuel invoices, and equipment-wise tracking, following ISO 14064-1 methodologies. Emission factors are derived from IPCC and DEFRA 2024 datasets, ensuring accuracy and consistency. SE aims to further reduce Scope 1 emissions through improved preventive maintenance, adoption of fuel-efficient machinery, transition to electric equipment, and optimization of on-site operational processes.



14. Energy Indirect (Scope 2) Greenhouse Gas Emissions GRI 305-2

Scope 2 emissions at SE India originate from purchased grid electricity used in offices, fabrication areas, and project support facilities. For 2024, Scope 2 emissions amounted to 31.30 tCO₂e, calculated using the Central Electricity Authority (CEA) Baseline Database. Although relatively small compared to Scope 3, SE recognizes electricity use as an opportunity for significant decarbonisation. Planned actions include transitioning to LED lighting, upgrading to energy-efficient motors, improving power-factor performance, and increasing renewable energy procurement through rooftop solar and green power purchase agreements. The company has set ambitious goals to reduce Scope 2 emissions by 40% by 2026 and achieve 50% renewable energy share by 2030.



15. Other Indirect (Scope 3) Greenhouse Gas Emissions GRI 305-3

Scope 3 emissions form the largest share of SE India's carbon footprint, totalling 693.12 tCO₂e, representing over 90% of total emissions. Major contributing categories include upstream transport of raw materials, logistics for finished goods, employee commuting, business travel, and waste disposal. Transport logistics alone account for the highest impact due to diesel vehicles used by suppliers and contractors. Emission calculations follow the GHG Protocol Corporate Value Chain Standard, using DEFRA 2024 and IPCC factors verified through third-party assurance. SE collaborates with logistics partners on route optimization, fuel efficiency initiatives, and low-carbon transport alternatives to significantly reduce Scope 3 emissions over time.





16. Emissions Reduction

GRI 305-5

SE India implements a comprehensive emissions-reduction strategy combining technology upgrades, operational efficiency, and long-term decarbonization planning. Emission-control systems such as particulate filters, cyclones, wet scrubbers, fume extractors, low-VOC coatings, and solvent recovery units minimize on-site pollutants, while battery-operated equipment reduces direct fuel use. Regular maintenance of cranes, boom lifts, and welding machines further lowers exhaust emissions. SE's GHG Performance Review sets SBTi-aligned targets—27% total emissions reduction by 2030 and 60% by 2040—supported by biodiesel adoption, renewable energy procurement, transport optimization, supplier engagement, improved commuting practices, and enhanced waste recycling. Air pollutant monitoring ensures regulatory compliance and continuous improvement.



17. Environmental Protection

GRI 305-7

SE India implements comprehensive measures to control air pollutants, noise, and odors arising from mechanical engineering activities. Dust collectors, fume extractors, and ventilation systems limit particulate matter, fumes, and VOC emissions, ensuring safe working conditions and compliance with regulatory standards. Noise impacts are managed through boundary noise monitoring and the use of acoustic barriers, silencers, and low-noise equipment. Odor mitigation systems and eco-friendly, low-VOC coatings reduce nuisance for workers and surrounding communities. Continuous monitoring, equipment maintenance, and employee awareness programs help maintain air quality, minimize environmental impacts, and uphold SE India's commitment to a safe and responsible operating environment.





18. Waste Management

GRI 306-1

SE India maintains a robust waste management system that includes segregation training, hazardous waste protocols, material recovery programs, and reuse of internal process waste. Waste audits help identify recycling opportunities for metals, packaging, and by-products, while eco-friendly consumables reduce hazardous waste generation. Waste-related Scope 3 emissions totalled 4.80 tCO₂e in 2024, primarily from transportation and treatment. SE ensures safe disposal through authorized vendors, MSDS compliance, secondary containment, and trained personnel. Future actions include expanded recycling, packaging reduction with suppliers, and improved waste documentation. SE targets a 2% annual reduction in waste-related emissions supported by strengthened monitoring and employee training.



19. Pollution Prevention

GRI 306-3



SE India maintains strict spill-prevention and environmental protection measures to minimize risks associated with accidental releases. Spill response plans outline containment, reporting, cleanup procedures, and corrective actions, supported by trained response teams and readily available spill kits. Hazardous materials are stored with secondary containment, labelling, and MSDS compliance to prevent leakage and soil or water contamination. Regular environmental emergency drills ensure employees are prepared to act quickly and effectively. Preventive maintenance of machinery reduces hydraulic and oil leak risks, while monitoring systems detect abnormalities early. These practices safeguard ecosystems, ensure regulatory compliance, and reinforce SE India's commitment to responsible operations.



20. Supplier Sustainability & Assessment

GRI 308-1

SE India extends its ESG commitments across the supply chain by requiring all suppliers and contractors to adhere to its Supplier Sustainability Code of Conduct. Supplier evaluations assess environmental performance, labour practices, ethical business conduct, and workplace safety compliance. High-risk suppliers undergo targeted corrective action plans, followed by periodic audits to verify improvements. SE maintains a Supplier Consultancy ESG Log to track performance, corrective actions, and ongoing compliance. Procurement teams receive training on sustainable sourcing and are evaluated on ESG-integrated purchasing decisions. These measures enhance supply chain transparency, promote responsible sourcing, and ensure alignment with SE India's broader sustainability objectives.

SUPPLIER Management:

SE India integrates sustainability into supplier oversight by requiring vendors—especially logistics and material suppliers—to meet defined environmental and social performance expectations. Through its supplier sustainability engagement program, SE mandates emission reporting, adherence to carbon disclosure clauses, and compliance with responsible sourcing standards. Suppliers are evaluated on environmental practices, fuel efficiency, labour conditions, and ethical conduct. High-performing vendors demonstrating measurable reductions in emissions or improved ESG performance receive preferred supplier status and long-term contracting opportunities. SE conducts awareness workshops, performance reviews, and corrective-action planning to build capacity across the supply chain. These measures strengthen transparency, accountability, and alignment with SE's decarbonisation goals.



21. Logistics Management

GRI 308-2

Logistics represents SE India's largest emission source, contributing 677 tCO₂e (92% of total emissions), making transport optimization a critical sustainability priority. SE collaborates with logistics partners to implement emission-reduction actions including route optimization, high-capacity vehicle utilization, and fuel-efficiency programs. Modal shift strategies—such as transitioning long-distance freight from road to rail—are being explored to significantly reduce carbon intensity. Preferred logistics partners will be those demonstrating at least 10% annual emission reductions through technology upgrades, fleet improvements, or cleaner fuel options. SE also conducts training workshops to build awareness and capabilities, ensuring logistics partners contribute actively to long-term Scope 3 reduction targets.



22. Employment & Welfare

GRI 401-1

SE India places strong emphasis on employee welfare by providing fair wages, medical coverage, accommodation facilities, safe rest areas, clean drinking water, sanitation, and emergency support across all project locations. Family-friendly policies offer maternity and paternity leave, family assistance, and wellness initiatives that promote work–life balance. Regular medical check-ups, health camps, and insurance coverage safeguard employee well-being, particularly in high-risk operational environments. Welfare committees actively address worker concerns and drive continuous improvement. Recreational activities and engagement programs support mental health and team cohesion. This holistic welfare framework enhances employee satisfaction, retention, productivity, and overall social sustainability within SE India’s operations.



23. Labour/Management Relations

GRI 402-1

SE India maintains strong labour–management relations by fostering open communication, mutual respect, and collaborative problem-solving across all project locations. Regular meetings between supervisors, workforce representatives, and management address operational concerns, safety issues, and welfare needs. Employees are encouraged to voice feedback through structured channels, including suggestion systems, grievance mechanisms, and periodic engagement forums. SE ensures that major operational changes—such as shift adjustments, safety rules, or project deployments—are communicated in advance to promote transparency and reduce disruption. Training for supervisors reinforces fair treatment, conflict resolution, and inclusive leadership. These practices strengthen trust, minimize workplace conflict, and enhance overall organizational harmony.





24. Occupational Health and Safety

GRI 403-1

SE India maintains a comprehensive Occupational Health and Safety (OHS) framework built on hazard identification, risk assessment (HIRA), and stringent equipment audits. Daily toolbox meetings reinforce safe behaviours and ensure that workers understand job-specific risks. All personnel receive appropriate PPE, with compliance monitored regularly. Emergency preparedness is strengthened through action plans, evacuation route maps, mock drills, and first-aid readiness. High-risk activities—such as hot work, confined space entry, lifting operations, and electrical tasks—require specialized training and permits. Regular safety inspections, incident investigations, and third-party audits promote continuous improvement. SE India remains committed to achieving zero incidents through strong leadership and a proactive safety culture.



25. Training and Education

GRI 404

SE India prioritizes continuous training and education to strengthen workforce capability, safety performance, and ESG awareness. All employees receive structured induction training covering safety rules, quality standards, ethical conduct, and environmental responsibilities. On-going technical training enhances skills in piping, welding, fabrication, equipment handling, and shut down operations. ESG-focused modules address energy conservation, waste segregation, responsible commuting, and GHG data accuracy. Supervisors provide job shadowing and on-the-job learning to build practical competence. Performance reviews identify individual development needs and guide career progression. By investing in training and knowledge-building, SE India ensures operational excellence, talent retention, and long-term organizational sustainability.





26. Employment

GRI 404-1

SE India fosters a supportive employment environment that prioritizes skill development, safety, and equitable opportunities across all project sites. The company ensures fair recruitment processes, clear job roles, and structured onboarding that introduces employees to ESG commitments, safety expectations, and operational standards. Regular performance evaluations link individual goals with sustainability responsibilities, encouraging active participation in operational efficiency and environmental stewardship. SE provides access to welfare facilities, safe working conditions, and continuous improvement programs. Through strong leadership, transparent communication, and worker engagement systems, SE creates a workplace culture where employees feel valued, informed, and empowered to contribute to long-term organizational sustainability.



27. Training & ESG Culture

GRI 404-2

SE India strengthens employee capability and ESG awareness through comprehensive training programs and a culture of sustainability-driven behaviour. Quarterly ESG workshops build understanding of GHG emissions, data accuracy, and reduction strategies aligned with ISO and GHG Protocol requirements. Training also covers energy conservation, waste segregation, safe operations, and low-carbon practices. Awareness campaigns, leadership communication, and recognition initiatives—such as the “Green Champion” award—motivate employees to adopt responsible behaviours. Performance-linked incentives further reinforce commitment to Scope 1, 2, and 3 reductions. Together, these efforts cultivate a unified ESG culture that promotes accountability, operational efficiency, and long-term decarbonisation across the organization.





28. Training & Skill Development

GRI 404-3

SE India enhances workforce capability through structured training programs focused on technical skills, safety procedures, ethical conduct, and ESG awareness. New employees undergo comprehensive induction sessions covering safety expectations, quality standards, and behavioural guidelines. Job shadowing enables trainees to learn directly from experienced supervisors during live project activities, strengthening practical competence. Specialized skill development programs support proficiency in piping, welding, structural fabrication, and shutdown planning. Career advancement is encouraged through mentorship, performance evaluations, and opportunities for internal mobility. By building employee expertise and confidence, SE India ensures consistent service quality, operational excellence, and long-term talent sustainability across all project sites.



29. Diversity and Equal Opportunity

GRI 405

SE India promotes diversity and equal opportunity by ensuring fair, unbiased, and merit-based employment practices across all roles and project sites. Recruitment, promotions, and compensation decisions are made without discrimination based on gender, caste, religion, age, disability, or background. The company provides equal access to training, career development, and leadership opportunities, supporting an inclusive work environment where all employees can thrive. Policies prohibit harassment and discriminatory behaviour, reinforced through regular awareness and sensitization training. A grievance mechanism enables employees to report concerns confidentially, ensuring timely action. These efforts strengthen workplace fairness, employee morale, and SE India's commitment to inclusive growth.



30. Non-Discrimination

GRI 406

SE India maintains a strict non-discrimination policy that ensures all employees are treated fairly and respectfully, regardless of gender, caste, religion, ethnicity, age, disability status, or socio-economic background. The company promotes an inclusive work environment supported by equitable hiring, training, promotion, and compensation practices. Regular awareness programs reinforce respectful behaviour and prevent biases in daily operations. Any form of discriminatory conduct is prohibited and addressed through a confidential grievance mechanism that ensures timely investigation and corrective action. By upholding zero tolerance for discrimination, SE India strengthens workplace equality, employee well-being, and alignment with national labour laws and ESG commitments.



31. Child Labour

GRI 408



SE India enforces a strict zero-tolerance policy for child labour across all operations, contractor activities, and supply-chain engagements. Robust age-verification procedures—such as mandatory ID checks, employee declarations, and contractor compliance audits—ensure no individuals below the legal working age are employed. Supervisors and procurement teams receive regular training to identify risks and uphold legal requirements. Awareness programs educate workers on child labour laws and ethical responsibilities. A confidential grievance mechanism allows reporting of potential violations without retaliation, supported by a defined remediation process. These measures ensure full compliance with national regulations, ILO conventions, and SE India's ESG commitments.



32. Human Rights

GRI 408-1

SE India enforces a strict zero-tolerance policy for child labour across all operations and subcontracted activities. Robust age-verification procedures, including government-issued ID checks and contractor compliance declarations, ensure no worker below the legal employment age is engaged. Supervisors receive training to identify and report potential risks, while awareness programs educate workers on child labour laws and ethical conduct. Supplier audits further reinforce compliance throughout the value chain. A confidential grievance mechanism allows employees to report violations without fear of retaliation, supported by a defined remediation process. These measures align with national laws, ILO conventions, and SE India's ESG commitments.



33. Labor Standards

GRI 409-1



SE India upholds strong protections against forced, bonded, or involuntary labour through clear policies, transparent employment practices, and continuous monitoring. Employment is strictly voluntary, with workers free to leave after contract completion without penalty. No retention of personal documents, wage withholding, or coercive practices is permitted. Human rights and anti-harassment training reinforce respectful workplace behaviour and empower workers to recognize and report misconduct. A confidential grievance mechanism and structured remediation process ensure prompt investigation and corrective actions. Supplier contracts require full compliance with forced labour regulations, ensuring ethical practices across the supply chain and alignment with SE India's ESG standards.



34. Community Engagement & CSR

GRI 413-1

SE India contributes to community development through targeted initiatives focusing on education, health, sanitation, safety awareness, and local employment. CSR programs include community health camps, youth skill-building workshops, safety demonstrations, school support initiatives, and environmental drives such as tree planting and waste-cleaning activities. Collaboration with local authorities, schools, and NGOs enhances outreach and ensures alignment with community needs and SDGs. SE integrates community considerations into project planning to minimize disruption and promote long-term regional benefits. Through consistent engagement, transparent communication, and socially responsible practices, SE India strengthens community trust and fosters positive, sustainable relationships around its operational areas.



35. Supplier Social Assessment

GRI 414

SE India conducts systematic supplier social assessments to ensure all vendors comply with labour standards, human rights requirements, and ethical business practices. Evaluations cover workplace safety, fair wages, non-discrimination, freedom of movement, and prohibition of child or forced labour. Suppliers complete compliance declarations and undergo periodic audits, with high-risk vendors subjected to enhanced monitoring and corrective action plans. SE trains its procurement team to identify social risks and integrate ESG criteria into purchasing decisions. Engagement workshops help suppliers strengthen their own social practices. These assessments promote responsible sourcing, protect workers throughout the value chain, and align suppliers with SE India's ESG expectations.





36. Anti-Harassment & Social Protection in Supply Chain

GRI 414-2

SE India ensures strong social responsibility throughout its supply chain by requiring suppliers to comply with policies that prohibit workplace harassment, discrimination, and unfair labour practices. All vendors must provide safe working conditions, accessible grievance mechanisms, and equal opportunities for their workforce. Compliance is monitored through routine audits, supplier self-declarations, site inspections, and awareness sessions conducted jointly with SE's procurement and ESG teams. Any non-compliance triggers corrective action plans and follow-up reviews. By promoting ethical conduct, worker protection, and transparent labour practices, SE India strengthens dignity and respect across its extended value chain and aligns suppliers with its core ESG values.



37. Customer Health and Safety

GRI 416

SE India prioritizes customer health and safety by ensuring that all engineering, fabrication, and installation activities meet strict quality, safety, and regulatory standards. Equipment, piping systems, and structural components undergo rigorous inspections, testing, and certification before handover to clients. Safety risk assessments, method statements, and hazard controls are implemented for every project to prevent defects or operational hazards. SE complies with industry standards, client specifications, and statutory safety requirements. Continuous communication with clients ensures clarity on safe operation and maintenance. Through strong quality control, trained personnel, and robust safety protocols, SE safeguards end users and delivers reliable, hazard-free project outcomes.



38. Information Security

GRI 418

SE India maintains a strong information security framework to protect confidential data, client information, operational records, and GHG reporting datasets. The company employs secure digital systems with controlled access, password protection, antivirus software, and firewall-enabled networks. Document control is managed through authorized user permissions, version tracking, and periodic data backups to prevent loss or tampering. Employees receive training on cyber security awareness, data privacy requirements, and responsible digital practices. Sensitive information—including client drawings, contracts, and GHG data—is handled under strict confidentiality protocols. These measures safeguard data integrity, prevent unauthorized access, and ensure compliance with legal and contractual information-security obligations.





39. ISO 45001:2018 Certification

GRI 403-1

SE (India) maintains ISO 45001:2018 Certification to ensure a safe, healthy, and well-regulated working environment across all project sites. The certification strengthens our Occupational Health and Safety Management System by establishing structured processes for hazard identification, risk assessment, incident investigation, emergency preparedness, and worker participation. Through systematic controls, regular internal audits, safety training, and corrective actions, we minimize operational risks and prevent work-related injuries or illnesses. Employee involvement is encouraged through toolbox talks, safety committees, and open reporting mechanisms. ISO 45001 certification demonstrates SE's commitment to proactive risk management, continuous improvement, and full compliance with global OHS standards.

40. ISO 14001:2015 Certification

GRI 302-1

SE (India) maintains ISO 14001:2015 Certification to ensure a structured and proactive approach to environmental management across all mechanical, piping, and shutdown operations. The certification strengthens our ability to identify environmental aspects, reduce waste, control emissions, conserve resources, and comply with statutory requirements. Through systematic planning, internal audits, operational controls, and employee training, we minimize environmental risks and enhance sustainability performance. Continuous monitoring of energy use, waste generation, water consumption, and carbon footprint supports SE's commitment to pollution prevention and resource efficiency. ISO 14001 certification demonstrates our dedication to environmental responsibility, regulatory compliance, and continuous improvement in line with global sustainability standards.



41. ISO 9001:2015 Certification

GRI 416-1

SE (India) upholds ISO 9001:2015 Certification to ensure consistent quality, customer satisfaction, and operational excellence across all mechanical, piping, fabrication, and shutdown activities. The certification establishes a systematic Quality Management System (QMS) focused on process control, risk-based thinking, documentation, and continuous improvement. Through internal audits, corrective actions, employee competency building, and structured project reviews, we maintain uniform service standards and minimize errors. Customer feedback, performance monitoring, and supplier evaluation are integral to improving reliability and meeting client expectations. ISO 9001 certification reinforces SE's commitment to delivering safe, defect-free, and timely engineering services while aligning with global quality and governance practices.





42. Sustainability Performance Data – 2024

Sl. No	KPI	Unit	Measure
1	Employee health and safety	Count	0
2	Working conditions	Percentage	100
3	Social dialogue	Count	5
4	Career management and training	Percentage	100
5	Child labor, forced labor, and human trafficking	Count	0
6	Discrimination and Harassment	Count	0
7	External stakeholder human rights	Count	0
8	Number of hours worked	Hours	130000
9	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
10	Number of work-related accidents	Count	0
11	Average hours of training per employee	Hours	720
12	Percentage of women employed in the whole organization	Percentage	12
13	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	8
14	Energy consumption and GHGs	kWh	31.3
15	Water	Cubic Meters	3883



42. Sustainability Performance Data – 2024



Sl. No	KPI	Unit	Measure
16	Biodiversity	Percentage	21
17	Air pollution	Index	37.25
18	Materials, chemicals, and waste	Liters	54218
19	Customer health and safety	Count	0
20	Environmental services and advocacy	Count	7
21	Total gross Scope 1 GHG emissions	MT of CO2e	8.46
22	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	31.3
23	Total gross Scope 3 GHG emissions	MT of CO2e	693.12
24	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	11.32
25	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	681.8
26	Total energy consumption	kWh	31.3
27	Total renewable energy consumption	kWh	0
28	Total water consumption	Liters	3881402
29	Total amount of water recycled and reused	Liters	970350
30	Total weight of air pollutants	Metric Tons	0.242
31	Total weight of hazardous waste	Kgs	6627



42. Sustainability Performance Data – 2024

Sl. No	KPI	Unit	Measure
32	Total weight of non-hazardous waste	Kgs	114812
33	Total weight of waste recovered	Kgs	34443
34	Percentage of recycled input material out of total materials consumed	Percentage	100
35	Percentage of employees trained on business ethics	Percentage	100
36	Number of reports related to whistleblower procedure	Count	0
37	Number of confirmed corruption incidents	Count	0
38	Number of confirmed information security incidents	Count	0
39	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
40	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
41	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
42	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
43	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
44	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100



43. GRI Index

This report is prepared in accordance with GRI Standards



GRI. No	GRI Content Index	Pg. No
GRI 2-1	Organizational Details	4
GRI 2-29	Stakeholder Engagement	4
GRI 102-46	Material Topic	5
GRI 2-3	Reporting Practices	6
GRI 2-5	Verification & Assurance	6
GRI 2-9	ESG Management & Governance	7
GRI 3-3	Environmental Management Approach	7
GRI 204-1	Procurement Practices	8
GRI 205	Anti-corruption	8
GRI 205-1	Ethical Business Conduct	9
GRI 302-1	Energy Management	9
GRI 303-1	Water Stewardship	10
GRI 305-1	Direct (Scope 1) Greenhouse Gas Emissions	10
GRI 305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	11
GRI 305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions	11
GRI 305-5	Emissions Reduction	12
GRI 305-7	Environmental Protection	12
GRI 306-1	Waste Management	13
GRI 306-3	Pollution Prevention	13
GRI 308-1	Supplier Sustainability & Assessment	14



This report is prepared in accordance with GRI Standards

43. GRI Index



GRI. No	GRI Content Index	Pg. No
GRI 308-2	Logistics Management	14
GRI 401-1	Employment & Welfare	15
GRI 402-1	Labour/Management Relations	15
GRI 403-1	Occupational Health and Safety	16
GRI 404	Training and Education	16
GRI 404-1	Employment	17
GRI 404-2	Training & ESG Culture	17
GRI 404-3	Training & Skill Development	18
GRI 405	Diversity and Equal Opportunity	18
GRI 406	Non-Discrimination	19
GRI 408	Child Labour	19
GRI 408-1	Human Rights	20
GRI 409-1	Labor Standards	20
GRI 413-1	Community Engagement & CSR	21
GRI 414	Supplier Social Assessment	21
GRI 414-2	Anti-Harassment & Social Protection in Supply Chain	22
GRI 416	Customer Health and Safety	22
GRI 418	Information Security	22
GRI 403-1	ISO 45001:2018 Certification	23
GRI 302-1	ISO 14001:2015 Certification	23
GRI 416-1	ISO 9001:2015 Certification	23

INDEPENDENT ASSURANCE STATEMENT

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

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

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassuranc.com

Authorized Representative (Assurer)

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

