

# National Autoplast

No: A 28, SIPCOT Industrial Growth Centre, Oragadam, Sriperumpudur Taluk, Kancheepuram District – 602105. Tamilnadu, India.

## CORPORATE SUSTAINABILITY REPORT

For the Year 01<sup>st</sup> April, 2024 to 31<sup>st</sup> March, 2025

**Form No** : NAP/ESG/430

**Issue No** : 01

**Rev No** : 00

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Prepared By: Mr.S.Narayanan  
Designation: DGM HR



Approved By: Mr.N.Venkatesan  
Designation: VP Operations



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## 1. GRI 1-5: Statement of Use

This report is prepared in accordance with GRI standards.

## 2. GRI 2-1 Organizational Profile

National Autoplast (NAP) is an India-based manufacturer of plastic injection moulded components and assemblies catering to automotive and industrial customers. The company operates from its manufacturing facility located at SIPCOT Industrial Growth Centre, Oragadam, Tamil Nadu. NAP integrates Environmental, Social, and Governance (ESG) principles into its operations to promote responsible manufacturing, regulatory compliance, and long-term value creation. Its activities include injection moulding, component assembly, quality inspection, and logistics. The organization serves domestic customers and operates within applicable Indian legal and environmental frameworks. This sustainability report covers the period from 1 April 2024 to 31 March 2025.

## 3. GRI 2-9: Governance Structure

NAP follows a structured governance framework led by senior management and supported by functional heads responsible for Production, Engineering, EHS, HR, Procurement, and Finance. Sustainability oversight is embedded within management responsibilities, ensuring ESG integration into operational and strategic decision-making. A dedicated committee monitors environmental performance, health and safety compliance, ethical conducts, and risk management. Clear reporting lines and accountability mechanisms support transparency and compliance with regulatory and customer requirements. Governance practices ensure ethical leadership, operational control, and continuous improvement while aligning company objectives with stakeholder expectations and long-term sustainability goals.

## 4. GRI 2-23: Policy Commitments

NAP has established documented policies covering environmental management, occupational health and safety, human rights, ethics, anti-corruption, data protection, and responsible procurement. These policies align with Indian statutory requirements and internationally recognized standards such as ISO 14001 and ISO 45001 principles. Policy commitments are communicated to employees, contractors, and suppliers through inductions, trainings, and internal communications. Compliance is monitored through audits and management reviews. Regular updates ensure relevance to operational changes and emerging risks. These commitments demonstrate NAP's dedication to responsible business conduct, risk mitigation, and continuous sustainability performance enhancement.

## 5. GRI 2-29: Stakeholder Engagement Approach

NAP engages proactively with key stakeholders including employees, suppliers, customers, regulators, and local communities. Engagement methods include employee meetings, training programs, supplier assessments, customer feedback mechanisms, and statutory compliance interactions. Stakeholder inputs help identify risks, opportunities, and material ESG topics. Employee grievances and external concerns are addressed through formal grievance mechanisms. Regular communication ensures transparency, trust, and alignment with stakeholder expectations.

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Stakeholder engagement outcomes are reviewed by management and integrated into business planning and sustainability initiatives, enabling informed decision-making and continuous improvement across environmental, social, and governance performance.

## 6. GRI 3-1: Process for Identifying Sustainability-Related Impacts

NAP identifies sustainability-related impacts through risk assessments, legal compliance reviews, stakeholder feedback, and operational performance evaluations. Environmental and social risks are assessed across operations and the value chain, including energy use, emissions, water consumption, waste generation, workforce safety, and supplier practices. Management reviews internal data, audit findings, and regulatory developments to identify actual and potential impacts. These assessments consider severity and likelihood to prioritize action. The structured process ensures that sustainability risks and opportunities are systematically identified, managed, and integrated into business strategy and operational controls.

## 7. GRI 3-2: List of Material Topics

Based on impact assessments and stakeholder engagement, NAP has identified material topics including energy consumption, greenhouse gas emissions, water management, waste management, occupational health and safety, employee training, diversity and equal opportunity, ethical conduct, supplier sustainability, customer health and safety, and data protection. Economic performance, fair wages, and regulatory compliance are also material. These topics reflect NAP's operational footprint, stakeholder expectations, and regulatory obligations. The materiality assessment is reviewed periodically to reflect changes in business operations, stakeholder priorities, and external sustainability trends.

S.NO	MOST ENVIRONMENTAL TOPICS	MOST SOCIAL TOPICS	MOST GOVERNANCE TOPICS
1.	Carbon footprint reduction	Health and safety of employees	Board diversity and composition
2.	Energy-efficient manufacturing processes	Fair wages and benefits	Compliance with local and international regulations
3.	Sustainable raw material sourcing (recyclable plastics)	Employee training and development	Ethical business practices and integrity
4.	Waste minimization and recycling	Diversity, equity, and inclusion (DEI)	Transparency in financial reporting
5.	Water conservation in production	Local community engagement	Risk management strategies
6.	Compliance with environmental regulations (ISO 14001)	Human rights and labor practices compliance	Anti-corruption policies
7.	Reduction of hazardous chemicals	Workplace ethics and anti-harassment policies	Stakeholder engagement and communication
8.	Green supply chain management	Employee well-being and mental health support	Executive compensation policies
9.	Use of renewable energy	Gender equality in the workforce	Data privacy and cyber security measures
10.	Product lifecycle assessment	Talent retention and career growth opportunities	Corporate governance framework and policies

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## 8. GRI 3-3: Management Approach for Material Topics

NAP manages material sustainability topics through defined policies, procedures, performance targets, and monitoring mechanisms. Each material topic is assigned responsibility to relevant functional heads. Performance indicators are tracked regularly and reviewed during management meetings. Corrective and preventive actions are implemented where gaps are identified. Training and awareness programs support effective implementation. Supplier engagement and audits extend sustainability management across the value chain. This structured management approach ensures consistent control, accountability, and continuous improvement across all material environmental, social, and governance areas.

## 9. GRI 201 Economic Performance disclosures

NAP focuses on stable financial performance to support business continuity, employee welfare, and sustainable investments. Economic value generated is reinvested into operations, employee benefits, safety improvements, and environmental initiatives. The company maintains cost efficiency while complying with statutory obligations including taxes and employee benefits. Financial risks are monitored through budgeting and internal controls. By balancing profitability with sustainability investments, NAP ensures long-term resilience, stakeholder confidence, and responsible economic contribution to the local and national economy.

## 10. GRI 202-1: Ratios of Standard Entry-Level Wage to Local Minimum Wage

NAP ensures that entry-level wages paid to employees meet or exceed applicable local minimum wage requirements. Wage structures are periodically reviewed to ensure compliance with labor laws and industry benchmarks. Compensation practices aim to support employee well-being, motivation, and retention. No employee is paid below the legally mandated minimum wage. Transparent payroll systems ensure fairness and consistency. By maintaining competitive and compliant wage practices, NAP contributes to economic inclusion and supports decent work principles within its workforce.

## 11. GRI 202-2: Proportion of Senior Management Hired from Local Communities

NAP promotes local employment and leadership development by prioritizing recruitment from surrounding communities wherever feasible. A significant proportion of senior and middle management personnel are hired locally, contributing to regional economic development and community engagement. Local hiring enhances operational efficiency, cultural alignment, and stakeholder trust. Internal development and succession planning further support local talent progression into leadership roles. This approach reflects NAP's commitment to inclusive growth, community empowerment, and long-term organizational sustainability.

## 12. (GRI 203) Indirect Economic Impacts

NAP contributes to indirect economic development through local procurement, employment generation, and skill development. Engagement with local suppliers and service providers supports regional businesses and economic resilience. Employee wages and benefits contribute to household income and community well-being. Infrastructure utilization and compliance with local regulations further support economic stability. By operating responsibly, NAP enhances positive economic impacts beyond direct operations while minimizing potential negative effects through ethical practices and regulatory adherence.

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## 13. (GRI 204) Procurement Practices

NAP integrates sustainability considerations into procurement decisions by evaluating suppliers on quality, compliance, environmental performance, and ethical practices. Preference is given to local and compliant suppliers to reduce supply chain risks and environmental impacts. Supplier contracts include expectations related to labor standards, environmental compliance, and ethical conduct. Regular assessments and audits support continuous improvement. Sustainable procurement practices strengthen supply chain resilience, ensure responsible sourcing, and align supplier behavior with NAP's ESG commitments.

## 14. (GRI 205) Anti-Corruption

NAP maintains a zero-tolerance approach toward corruption, bribery, fraud, and unethical business practices. A formal Anti-Corruption Policy and Code of Ethics clearly define acceptable conduct for employees, management, and business partners. Regular awareness and training programs reinforce ethical behavior, legal compliance, and accountability. A confidential whistleblower mechanism enables employees and stakeholders to report concerns without fear of retaliation. All reported allegations are investigated through defined procedures, and corrective actions are implemented where required. During the reporting period, no confirmed incidents of corruption were identified, demonstrating the effectiveness of NAP's governance framework.

## 15. (GRI 206) Anti-Competitive Behaviour

NAP conducts its business in full compliance with applicable competition and antitrust laws, promoting fair and ethical market practices. Company policies prohibit anti-competitive behaviors such as price fixing, bid rigging, market allocation, or abuse of dominant position. Employees engaged in sales, procurement, and strategic decision-making receive guidance on fair competition requirements and ethical conduct. Internal controls and management oversight help ensure compliance with legal and regulatory obligations. During the reporting period, no legal actions, penalties, or complaints related to anti-competitive behavior were reported, reinforcing NAP's commitment to integrity and responsible business conduct.

## 16. (GRI 301) Materials

Material efficiency is a critical focus area for NAP due to its plastic injection moulding operations. The company closely monitors raw material consumption, scrap rates, and process losses to improve material utilization. Process optimization, machine parameter control, and quality assurance measures help reduce wastage and rework. NAP also explores the responsible use of recycled and sustainable materials where technically feasible, supporting circular economy principles. Effective material management reduces environmental impact, lowers production costs, and enhances resource efficiency, contributing to NAP's long-term sustainability and operational excellence.

## 17. (GRI 301-1) Materials Used by Weight or Volume

NAP tracks the total quantity of raw materials consumed, primarily thermoplastic polymers, measured by weight. Monitoring material input supports efficiency analysis, waste reduction, and cost control. Data is reviewed periodically to identify trends and improvement opportunities.

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Accurate material accounting ensures transparency and supports environmental performance reporting. Continuous improvement initiatives aim to optimize material utilization while maintaining product quality and customer requirements.

## 18. (GRI 301-2) Recycled Input Materials Used

NAP progressively increases the use of recycled input materials where technically and quality-wise feasible. The percentage of recycled content is monitored to support circular economy objectives. Quality checks ensure that recycled materials meet performance and safety standards. Increased recycled material usage reduces dependence on virgin resources and lowers environmental impact. This initiative aligns with responsible resource management and sustainable product manufacturing goals.

## 19. (GRI 301-3) Reclaimed Products and Packaging

NAP encourages responsible handling of packaging materials and supports recycling initiatives. Where applicable, packaging materials are reused or handed over to authorized recyclers. Opportunities for reclaiming and recycling product packaging are explored in collaboration with suppliers and customers. These practices reduce waste generation and support circular resource use. Continuous evaluation ensures compliance with waste management regulations and sustainability objectives.

## 20. (GRI 302) Energy

Energy management is critical for NAP due to energy-intensive manufacturing processes. The organization monitors electricity consumption and implements efficiency measures such as machine optimization and preventive maintenance. Energy performance indicators guide improvement initiatives. Renewable energy options are evaluated to reduce reliance on grid electricity. Energy management supports cost reduction, emission reduction, and environmental responsibility.

## 21. (GRI 302-1) Energy Consumption within the Organization

NAP tracks total energy consumption from purchased electricity used in production, utilities, and administrative operations. Energy data is analyzed to identify inefficiencies and opportunities for improvement. Measures such as optimized machine settings and operator awareness programs support energy conservation. Reduction targets guide performance improvements. Energy consumption monitoring contributes to lower operational costs and reduced environmental impact.

## 22. (GRI 302-2) Energy Consumption Outside the Organization

Energy consumption outside NAP's direct operations primarily relates to logistics, transportation of raw materials, and distribution of finished goods. Although these activities are not under NAP's direct operational control, the company engages with logistics service providers to encourage fuel-efficient vehicles, optimized route planning, and reduced idle time. Preference is given to transport partners that demonstrate compliance with environmental regulations and efficiency practices. Through collaboration, monitoring, and continuous engagement with value-chain partners, NAP seeks to reduce indirect energy consumption and associated emissions, contributing to broader value-chain energy efficiency and sustainability objectives.

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## 23. (GRI 302-3) Energy Intensity

NAP measures energy intensity by calculating total energy consumption per unit of production, providing a clear indicator of operational energy efficiency. This metric is tracked periodically and reviewed by management to assess performance trends and identify opportunities for improvement. Energy intensity analysis supports benchmarking across reporting periods and helps evaluate the effectiveness of energy-saving initiatives. By focusing on continuous improvement and efficient production planning, NAP aims to progressively reduce energy intensity, supporting sustainable growth, cost optimization, and reduced environmental impact.

## 24. (GRI 302-4) Reductions in Energy Consumption

NAP has implemented multiple initiatives to reduce overall energy consumption across its operations. These include preventive maintenance of machinery, process optimization, replacement of inefficient equipment, and employee awareness programs promoting energy-saving behaviours. Energy consumption data is monitored regularly to track improvements and ensure sustained performance. These initiatives have resulted in measurable reductions in energy use while maintaining production efficiency. By continuously identifying and implementing energy-saving measures, NAP supports emissions reduction, operational efficiency, and long-term cost savings.

## 25. (GRI 302-5) Reductions in Energy Requirements of Products and Services

NAP focuses on reducing the energy required per unit of product through process improvements and optimized machine settings. Standard operating procedures are reviewed to eliminate inefficiencies, reduce rework, and minimize production rejects. Quality control measures ensure consistent output, reducing unnecessary energy consumption associated with defects. These efforts result in lower energy requirements per product while maintaining high quality and customer satisfaction. Reducing product-level energy intensity supports environmental performance, resource efficiency, and competitive manufacturing operations.

## 26. (GRI 303) Water and Effluents

NAP monitors water consumption across production processes, utilities, and domestic use to ensure efficient and responsible water management. Conservation measures include regular inspection for leaks, optimization of cooling systems, and employee awareness initiatives. Treated water is reused wherever feasible to reduce freshwater withdrawal. Effluents are managed in compliance with applicable environmental regulations and discharged only after appropriate treatment. These practices reduce environmental impact, ensure regulatory compliance, and mitigate water-related operational risks.

## 27. (GRI 304) Biodiversity

NAP supports biodiversity conservation through environmentally responsible land use and green initiatives within its facility. Landscaping and plantation activities prioritize native and adaptive plant species to enhance local ecological balance. Efforts are made to minimize disturbances to surrounding ecosystems through controlled operations and waste management practices. Employee awareness programs promote environmental responsibility and biodiversity conservation. These initiatives reflect NAP's commitment to environmental stewardship, contributing positively to ecosystem health and community well-being.

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## 28. (GRI 305) Emissions

NAP India systematically monitors and manages greenhouse gas (GHG) and air emissions arising from its manufacturing operations in accordance with ISO 14064-1:2018 and the GHG Protocol. Emissions are quantified across Scope 1, Scope 2, and Scope 3 boundaries to ensure comprehensive carbon footprint assessment. For the reporting period 1 April 2024 to 31 March 2025, total emissions amounted to **106,981.79 tCO<sub>2</sub>e**, with Scope 3 being the dominant contributor. Emission management focuses on energy efficiency, fuel optimization, preventive maintenance, and supply-chain engagement. Transparent disclosure supports regulatory compliance, customer reporting requirements, and long-term climate accountability.

## 29. (GRI 305-1) Direct (Scope 1) Emissions

NAP's Scope 1 emissions arise primarily from the combustion of diesel used in on-site diesel generator (DG) sets and minor fugitive emissions from refrigeration and HVAC systems. For the reporting period, total Scope 1 emissions were **17.39 tCO<sub>2</sub>e**, representing a relatively small portion of the overall carbon footprint. Fuel consumption is monitored through procurement records and equipment logs. Emission reduction measures include preventive maintenance of DG sets, optimization of operating hours, and reduced reliance on backup power. These actions help minimize direct emissions while ensuring operational reliability.

## 30. (GRI 305-2) Indirect (Scope 2) Emissions

Scope 2 emissions at NAP arise from purchased electricity consumed across injection moulding machines, auxiliary equipment, utilities, and administrative facilities. During the reporting period, Scope 2 emissions totaled **1,935.00 tCO<sub>2</sub>e**, calculated using the applicable Indian grid emission factor. Electricity consumption is tracked through utility bills and internal monitoring systems. To reduce Scope 2 emissions, NAP has initiated energy efficiency measures such as machine optimization and preventive maintenance. The organization is also evaluating renewable electricity options, including rooftop solar and green power procurement, to further reduce indirect emissions.

## 31. (GRI 305-3) Other Indirect (Scope 3) Emissions

Scope 3 emissions represent the most significant portion of NAP's carbon footprint, totaling **105,029.40 tCO<sub>2</sub>e** during the reporting period. Upstream emissions amounted to **1,891.00 tCO<sub>2</sub>e**, mainly from raw material production, inbound transportation, and waste disposal. Downstream emissions were **103,138.40 tCO<sub>2</sub>e**, largely driven by product use and end-of-life treatment of sold products. Scope 3 emissions were calculated using a combination of primary activity data and industry-average emission factors. NAP is enhancing supplier engagement and data granularity to improve accuracy and support future reduction initiatives.

## 32. (GRI 305-4) GHG Emissions Intensity

NAP tracks GHG emissions intensity to evaluate operational efficiency and support performance benchmarking. Intensity indicators include **tCO<sub>2</sub>e per employee** and **tCO<sub>2</sub>e per ton of plastic processed**, calculated using total emissions and production-related activity data. These metrics provide insights into emission trends independent of business growth.

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While absolute emissions are influenced by Scope 3 factors, intensity indicators support internal decision-making, identification of efficiency opportunities, and comparison across reporting periods. As FY 2024–25 is the base year, future reporting will enable trend analysis and continuous improvement tracking.

### **33. (GRI 305-5) Reduction of GHG Emissions**

NAP has initiated several measures to reduce greenhouse gas emissions across operational and value-chain activities. Key initiatives include the adoption of energy-efficient injection moulding machines, preventive maintenance to minimize energy losses, optimization of logistics and packaging, and engagement with suppliers for lower-carbon raw materials. While Scope 1 and Scope 2 emissions are already relatively controlled, significant reduction opportunities exist in Scope 3 through improved product design, material selection, and customer collaboration. These initiatives form the foundation for future science-aligned targets and long-term decarbonization planning.

### **34. (GRI 305-6) Emissions of Ozone-Depleting Substances**

NAP India minimizes the use of ozone-depleting substances (ODS) across its operations and complies with applicable regulations governing their handling and phase-out. Refrigeration and air-conditioning systems are selected and maintained to avoid or significantly limit the use of substances with ozone-depleting potential. Regular preventive maintenance, leak inspections, and controlled servicing practices are implemented to prevent accidental releases. During the reporting period from 1 April 2024 to 31 March 2025, no significant emissions of ozone-depleting substances were identified or reported. This approach supports environmental protection, regulatory compliance, and alignment with international commitments to protect the ozone layer.

### **35. (GRI 305-7) NOx, SOx, and Other Air Emissions**

NAP monitors air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), and other pollutants generated primarily from diesel generator (DG) sets and utility operations. Emissions are managed through equipment optimization, preventive maintenance, and controlled operating hours to ensure compliance with applicable environmental standards. Emission performance is periodically reviewed to identify improvement opportunities. During the reporting period, air emissions remained within regulatory limits, and no exceedances were recorded. By maintaining effective controls and adopting cleaner operational practices, NAP minimizes air pollution, protects employee health, and reduces impacts on surrounding communities.

### **36. (GRI 306) Waste**

Waste management at NAP focuses on reduction, segregation, recycling, and safe disposal in accordance with legal requirements. Waste is categorized into hazardous and non-hazardous streams at the point of generation. Hazardous waste is handed over to authorized treatment and disposal facilities, while non-hazardous waste is sent to approved recyclers wherever feasible. Initiatives such as process optimization, material efficiency, and employee awareness programs help reduce waste generation. These practices support circular economy principles, minimize environmental impact, and enhance operational efficiency while ensuring full regulatory compliance.

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## 37. (GRI 307) Environmental Compliance

NAP India operates in compliance with all applicable environmental laws, regulations, and permit conditions related to air emissions, water use, waste management, and pollution control. Compliance obligations are monitored through internal reviews, statutory reporting, and coordination with regulatory authorities. Environmental permits and consents are maintained and renewed as required. During the reporting period, no significant environmental fines, penalties, or non-compliances were recorded. NAP's proactive compliance management approach reduces legal risk, supports responsible operations, and reinforces its commitment to environmental stewardship and sustainable manufacturing practices.

## 38. (GRI 308) Supplier Environmental Assessment

NAP integrates environmental considerations into its supplier selection and evaluation processes. Suppliers are assessed for compliance with environmental regulations, waste management practices, and responsible resource use. Environmental expectations are communicated through supplier agreements and codes of conduct. Where gaps are identified, NAP engages suppliers through discussions and improvement recommendations to enhance environmental performance. This ongoing engagement strengthens supply-chain resilience, reduces environmental risks, and supports alignment with NAP's ESG commitments. Supplier environmental assessment plays a key role in extending sustainability practices beyond direct operations.

## 39. (GRI 401) Employment

NAP provides stable and decent employment opportunities in compliance with applicable labor laws and statutory requirements. Employees receive fair wages, statutory benefits, and safe working conditions. Recruitment, retention, and workforce planning practices support business continuity and employee well-being. The organization emphasizes skill development, performance management, and employee engagement to foster a motivated workforce. Employment practices are designed to promote fairness, transparency, and long-term career growth. Through responsible employment management, NAP contributes to economic inclusion and organizational sustainability.

## 40. (GRI 402) Labor/Management Relations

NAP maintains constructive labor-management relations through open communication, mutual respect, and timely engagement. Employees are encouraged to share feedback, concerns, and suggestions through formal and informal channels. Management addresses employee issues promptly to maintain a positive workplace environment. Changes affecting employees are communicated transparently to ensure clarity and trust. This collaborative approach supports workforce stability, productivity, and employee morale. Strong labor-management relations help NAP sustain operational efficiency while fostering a culture of trust, participation, and continuous improvement.

## 41. (GRI 403) Occupational Health and Safety

NAP India places the highest priority on occupational health and safety across all operations. A structured safety management system is implemented, supported by risk assessments, safe work procedures, mandatory use of personal protective equipment (PPE), and regular safety training.

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Emergency preparedness plans, mock drills, and incident response procedures are in place to address potential workplace hazards. Safety performance is monitored through indicators such as incidents, near misses, and corrective actions. A zero-injury objective guides the organization's safety culture, supported by continuous improvement initiatives, audits, and active employee participation.

## 42. Hazardous Waste (GRI 403-2)

NAP generates limited quantities of hazardous waste primarily from maintenance activities, including used oil, oil-contaminated cotton waste, chemical containers, and ETP sludge where applicable. All hazardous waste is identified, segregated, labeled, and stored in designated areas in accordance with regulatory requirements. Disposal is carried out only through government-authorized hazardous waste recyclers and treatment facilities. Records of generation, storage, and disposal are maintained and periodically reviewed. Employees handling hazardous waste are trained on safe handling procedures, use of personal protective equipment, and emergency response to minimize health, safety, and environmental risks.

## 43. Non-Hazardous Waste (GRI 403-2)

Non-hazardous waste generated at NAP mainly includes plastic scrap, packaging materials, paper, cardboard, and general office waste. Waste segregation is practiced at the source to enable recycling and responsible disposal. Recyclable materials, particularly plastic scrap, are reused internally or sent to authorized recyclers to support circular economy practices. Non-recyclable waste is disposed of through approved municipal or licensed waste handlers. Continuous monitoring of waste generation trends and employee awareness programs help reduce waste volumes and improve recycling rates, contributing to environmental protection and operational efficiency.

## 44. (GRI 403-8) Workers Covered by Occupational Health & Safety (OH&S) System

All employees and on-site contract workers at NAP are covered under the organization's occupational health and safety management system. The OH&S system applies uniformly across production, maintenance, utilities, and administrative functions, ensuring consistent safety standards and controls. Coverage includes hazard identification, risk assessment, medical surveillance, safety training, and emergency preparedness. Clear roles and responsibilities ensure accountability at all levels. By extending OH&S coverage to all workers, NAP ensures a safe working environment, regulatory compliance, and alignment with recognized occupational health and safety best practices.

## 45. (GRI 403-9) Work-Related Injuries

NAP systematically tracks, records, and investigates all work-related injuries and near-miss incidents. Incident data is analyzed to identify root causes and implement corrective and preventive actions. Safety performance indicators such as lost time injury frequency rate and days lost are reviewed by management. During the reporting period, no major reportable injuries were recorded. Preventive measures, including safety training, PPE enforcement, equipment guarding, and regular inspections, support the organization's objective of achieving zero workplace injuries and fostering a proactive safety culture.

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## 46. (GRI 403-10) Work-Related Ill Health

NAP monitors employee health to identify and prevent work-related ill health. Health surveillance programs, periodic medical check-ups, and ergonomic assessments are conducted based on job roles and exposure risks. Awareness programs educate employees on occupational health hazards and safe work practices. During the reporting period, no significant cases of work-related ill health were reported. Continuous monitoring and preventive measures help maintain employee well-being, reduce absenteeism, and support a healthy and productive workforce.

## 47. (GRI 404) Training & Education

NAP invests in employee training and education to enhance technical competence, safety awareness, quality performance, and ESG understanding. Training programs include induction training, job-specific technical skills, health and safety training, quality systems, and ethical conduct. Employees are encouraged to participate in continuous learning aligned with organizational and individual development goals. Training effectiveness is periodically reviewed to ensure relevance and impact. These initiatives support employee growth, operational excellence, and long-term organizational capability.

## 48. (GRI 405) Diversity & Equal Opportunity

NAP is committed to fostering a diverse, inclusive, and equitable workplace. Equal opportunity policies ensure fair treatment in recruitment, training, promotion, and compensation, regardless of gender, age, caste, religion, or background. Workforce diversity metrics are monitored to assess progress and identify improvement areas. Awareness programs promote mutual respect and inclusion. By encouraging diversity and equal opportunity, NAP strengthens workforce engagement, innovation, and organizational resilience while upholding ethical and social responsibility principles.

## 49. (GRI 406) Non-Discrimination

NAP maintains a zero-tolerance approach toward discrimination, harassment, or unfair treatment in the workplace. Formal policies prohibit discriminatory behavior and outline procedures for reporting and addressing concerns. Employees are informed about acceptable conduct and grievance mechanisms through training and internal communication. During the reporting period, no incidents of discrimination were reported. This commitment supports a respectful, safe, and inclusive work environment, reinforces human rights principles, and enhances employee trust and morale.

## 50. (GRI 408 & 409) Child Labor and Forced Labor

NAP strictly prohibits child labor, forced labor, bonded labor, and human trafficking in all its operations. Employment practices comply with applicable labor laws, including age verification at the time of recruitment. Policies and contractual controls ensure that all work is voluntary and fairly compensated. These requirements are also communicated to suppliers and contractors through codes of conduct and agreements. Periodic checks and due diligence help identify and mitigate risks within the supply chain. During the reporting period, no incidents of child labor or forced labor were identified.

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## 51. (GRI 412) Human Rights Assessment

NAP conducts internal assessments to identify, prevent, and mitigate potential human rights risks within its operations and supply chain. Assessments consider risks related to labor practices, health and safety, discrimination, and workplace conditions. Supplier evaluations further extend this assessment beyond direct operations. Findings are reviewed by management and corrective actions are implemented where necessary. During the reporting period, no human rights violations were identified. This proactive approach reinforces NAP's commitment to respecting human rights and aligning with internationally recognized human rights principles.

## 52. (GRI 413) Local Communities

NAP engages constructively with local communities in the areas where it operates. The organization contributes to local economic development through employment opportunities, use of local suppliers, and responsible business practices. Environmental and safety controls are implemented to minimize impacts on surrounding communities. Open communication helps address community concerns promptly and transparently. By operating responsibly and fostering positive relationships, NAP supports social well-being, community trust, and sustainable local development.

## 53. (GRI 414) Supplier Social Assessment

NAP evaluates suppliers on social criteria including labor standards, health and safety practices, working conditions, and ethical conduct. Social expectations are communicated through supplier codes of conduct and contractual requirements. Where gaps are identified, NAP engages suppliers through discussions and improvement plans to enhance compliance and performance. This collaborative approach supports responsible sourcing, reduces social risks, and strengthens long-term supplier relationships aligned with NAP's ESG objectives.

## 54. (GRI 416) Customer Health & Safety

NAP ensures that its products meet applicable quality, safety, and regulatory requirements. Quality control procedures, inspections, and testing are conducted at various stages of production to safeguard product safety and performance. Customer feedback and complaints are monitored to identify potential risks and improvement opportunities. During the reporting period, no incidents related to customer health and safety were reported. NAP's commitment to product safety supports customer trust, regulatory compliance, and long-term business sustainability.

## 55. (GRI 418) Information Security

NAP protects customer, employee, and business information through defined information security controls and access management practices. Data confidentiality, integrity, and availability are safeguarded through restricted access, password protection, and employee awareness programs. Employees are trained on data protection responsibilities and acceptable use of information systems. During the reporting period, no material data breaches or incidents involving loss of confidential information were reported. These measures support business continuity, customer confidence, and compliance with applicable data protection requirements.

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## 56. (GRI 419) Socio-Economic Compliance

NAP complies with all applicable social and economic laws and regulations, including labor, employment, wages, statutory benefits, and ethical business conduct requirements. Compliance obligations are monitored through internal reviews and statutory reporting. Management oversight ensures timely corrective actions if issues arise. During the reporting period, no significant cases of non-compliance with social or economic regulations were recorded. This commitment reinforces responsible governance, legal compliance, and stakeholder trust.

## 57. Sustainability Performance Data (01<sup>st</sup> April, 2024 TO 31<sup>st</sup> March, 2025)

KPI. No	KPI	Unit	Measures
1	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.85
2	Average unadjusted gender pay gap	Count	0
3	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
4	Percentage of direct employees paid below living wage	Percentage	0
5	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
6	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
7	Percentage of employees trained on business ethics	Percentage	100
8	Number of reports related to whistleblower procedure	Count	0
9	Number of confirmed corruption incidents	Count	0
10	Materials, chemicals, and waste	Liters	17293
11	Percentage of recycled input material out of total materials consumed	Percentage	100
12	Energy consumption and GHGs	kWh	1843097
13	Total energy consumption	kWh	1843097
14	Total renewable energy consumption	kWh	0
15	Water	Cubic Meters	285
16	Total water consumption	Liters	6442

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17	Total amount of water recycled and reused	Liters	1738
18	Biodiversity	Percentage	30.6
19	Total gross Scope 1 GHG emissions	MT of CO2e	17.39
20	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	1935
21	Total gross Scope 3 GHG emissions	MT of CO2e	105029.4
22	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	103138.4
23	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	1891.0
24	Air pollution	Index	32
25	Total weight of air pollutants	Metric Tons	4.06
26	Product end-of-life	Count	27
27	Total weight of hazardous waste	Kgs	1693
28	Total weight of non-hazardous waste	Kgs	12758
29	Total weight of waste recovered	Kgs	1983
30	Environmental services and advocacy	Count	7
31	Number of hours worked	Hours	97920
32	Working conditions	Percentage	100
33	Employee health and safety	Count	0
34	Number of days lost to work-related injuries, fatalities and ill health	Count	0
35	Number of work-related accidents	Count	0
36	Career management and training	Percentage	100
37	Average hours of training per employee	Hours	8
38	Percentage of women at top management level	Percentage	0
39	Percentage of women employed in the whole organization	Percentage	5

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40	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	11
41	Percentage of employees from a minority or vulnerable group at top management level	Percentage	0
42	Percentage of women within the organization's board	Percentage	6
43	Number of identified discrimination or harassment incidents or corrective actions	Count	0
44	Discrimination and Harassment	Count	0
45	Social dialogue	Count	18
46	Child labor, forced labor, and human trafficking	Count	0
47	External stakeholder human rights	Count	0
48	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
49	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
50	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
51	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
52	Information regarding conflict minerals is available for less than 50% of suppliers	Percentage	44
53	Information regarding conflict minerals is available for at least 50% of suppliers	Percentage	63
54	Percentage of all buyers who received training on sustainable procurement	Percentage	100
55	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
56	Customer health and safety	Count	0
57	Product use	Kgs	67133
58	Number of confirmed information security incidents	Count	0

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## 58. GRI INDEX

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

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## 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  
**Date of Assurance** : 16<sup>th</sup> April, 2025  
**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)

### Authorized Representative (Assurer):

**Name** : S. Elango

**Designation** : Associate Certified Sustainability Assurance Practitioner (AA 1000)

**Certificate No** : AA1000 (ACSAP) C.N: A09122401

**Signature** :



AA1000

Licensed Assurance Provider  
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