



SRF LIMITED

Gummidipoondi Site (Technical Textiles Business)

Plot No. K-1, SIPCOT Industrial Complex,
Gummidipoondi - 601 201. Thiruvallur District, Tamil Nadu, India.

Corporate Sustainability Report

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

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Prepared By: Raji Pillai
GM (Mechanical and Utilities)



Approved By: Ashwani Mittal
VP (Operations and Unit head)



Sustainability

Technical Textiles Business



Freedom of Association (GRI 407-1)

We believe in transparency and ensure that all employees have a clear vision of management goals, issues and the surrounding environment. We respect our employees' right to freely associate while also respecting their right not to be compelled to belong to an association in compliance with the laws of the land. SRF has taken every opportunity it can to engage thorough dialogue with employees and build healthy labor relations.

Community Initiatives

SRF Vidyalaya

Enriching the lives of the underserved around our plant locations, has been an integral part of SRF's growth story. Established in 1991, SRF Vidyalaya is a school supported by TTB in Manali, Tamil Nadu. Under the tutelage of Vivekananda Educational Trust, SRF Vidyalaya follows the State Board (equitable standard) syllabus with an emphasis on the National Curriculum Framework (NCF) 2005. The school endeavors to create classrooms that encourage learning and bring quality education to underprivileged children. Today, it has a student population of close to 765 children from kindergarten to high school level and 45 teachers.

Furthermore, to engage the youth in meaningful employment, SRF runs the JCB & Forklift Operator training program in Manali since 2014. The program equips youth with precise skills required to operate, manage and maintain JCB and Forklift machinery. To date, more than 400+ students have been trained.



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Statement Of Use - (GRI 1-5)

This report is prepared in accordance with GRI standards.

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Organizational Profile - (GRI 2-1, 2-2)



The organization is an integrated manufacturing facility in India engaged in technical textile and industrial yarn production. Operations include production units, utilities, logistics, and support functions, managed under a structured governance framework. Sustainability is embedded across operations through defined ESG policies, management systems, and performance monitoring mechanisms. The organization operates within clearly defined organizational and operational boundaries and aligns disclosures with the Global Reporting Initiative (GRI) Standards. Senior leadership oversees sustainability integration, ensuring accountability, regulatory compliance, ethical conduct, and continuous improvement. The reporting period covers FY 2024–25, with data consolidated annually and verified where applicable to enhance transparency and stakeholder confidence.

Governance Structure and Ethics - (GRI 2-9, 2-12, 2-15)



The governance framework ensures ethical conduct, accountability, and effective oversight of sustainability risks and opportunities. A structured hierarchy comprising senior management, functional heads, and cross-functional committees oversees ESG integration. Policies such as the Code of Conduct, risk management frameworks, whistleblower mechanisms, and third-party assurance strengthen ethical governance. Regular audits, digital controls, access management, and cybersecurity systems safeguard assets and information. Governance tools, training, and monitoring ensure compliance with statutory requirements and global best practices. Ethical decision-making and transparency are reinforced through continuous awareness programs and performance reviews.

SRF ESG Report

SRF is committed to upholding the highest standards of ethical conduct and fair competition in all its business activities related to the manufacture of Polyester Industrial Yarn and Polyester & Nylon Tyrecord Fabrics. The company operates in compliance with applicable competition and antitrust laws in India, ensuring that its practices do not result in unfair competition, abuse of dominant position, cartelization, or restrictive trade arrangements.

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About this report

This ESG Report presents SRF's approach, commitments, and performance related to environmental, social, and governance (ESG) aspects for the reporting period. The report covers SRF's operations in India associated with the manufacture of Polyester Industrial Yarn and Polyester & Nylon Tyrecord Fabrics and highlights how sustainability principles are integrated into business strategy, operations, and decision-making.

Disclosure Overview

The SRF is committed to ethical business conduct and fair competition across all its operations, including the manufacture of Polyester Industrial Yarn and Polyester & Nylon Tyrecord Fabrics. The company operates in compliance with applicable competition and antitrust laws in India and integrates these principles into its governance and compliance framework.

Governance and Compliance Approach

SRF has established a Code of Conduct and internal control mechanisms to prevent anti-competitive practices such as price fixing, cartelization, abuse of dominant position, and restrictive trade practices. Senior management oversight, periodic compliance reviews, and internal monitoring systems support adherence to fair competition principles across the value chain.

Awards & Accolades

SRF Limited has received numerous awards recognizing its excellence in quality, sustainability, and corporate leadership. Key accolades include the Deming Prize for quality management, National CSR Awards for social initiatives, and multiple industry recognitions for supply chain efficiency, environmental stewardship, and innovation, reinforcing SRF's position as a responsible and high-performing organization.



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Material Topics (GRI 3-1, 3-2, 3-3)

The organization follows a structured materiality process to identify, assess, and prioritize sustainability-related impacts across its value chain, covering operations, suppliers, customers, and other stakeholders. Key environmental, social, and governance (ESG) topics are identified through stakeholder consultations, internal risk assessments, regulatory reviews, and industry benchmarking. The resulting list of material topics reflects the most significant impacts, risks, and opportunities relevant to the organization's activities and strategic objectives. For each material topic, a defined management approach is in place, including documented policies, clear responsibilities, action plans, performance indicators (KPIs), and monitoring mechanisms. Regular reviews, audits, and management evaluations ensure effectiveness, continuous improvement, and alignment with business strategy and stakeholder expectations.

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Energy efficiency
Scope 1 and Scope 2 emissions
Process water usage
Effluent treatment and discharge
Hazardous chemical management
Solid and hazardous waste reduction
Air pollution from manufacturing
Sustainable raw materials
Climate resilience
Environmental management systems

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Employee welfare
Labor law compliance
Prevention of child and forced labor
Workforce productivity
Employee retention
Social dialogue
Emergency preparedness

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Economic Performance – (201-1, 201-2, 201-3, 201-4)

The organization generates direct economic value through its core operations and distributes it responsibly to employees, suppliers, governments, capital providers, and communities, while retaining earnings for reinvestment and growth (GRI 201-1). Financial planning considers climate change-related risks and opportunities, including energy costs, regulatory impacts, and efficiency improvements, to ensure long-term resilience (GRI 201-2).

Defined benefit obligations, such as statutory retirement and employee welfare benefits, are provided in compliance with applicable laws and are periodically assessed to ensure adequate coverage (GRI 201-3). Where applicable, financial assistance received from government incentives or schemes is transparently accounted for and utilized to support sustainable operations and compliance

Ratios of Standard Entry-Level Wage to Local Minimum Wage - (GRI 202-1)

The organization ensures that standard entry-level wages offered to employees meet or exceed the applicable local minimum wage requirements across all operational locations. Wage structures are designed to comply with statutory norms while promoting fair compensation, income security, and employee well-being. Periodic reviews are conducted to align wages with changes in government notifications, industry benchmarks, skill requirements, and cost-of-living considerations. The ratio of entry-level wages to local minimum wages reflects the organization's commitment to ethical labor practices and social responsibility. By providing competitive entry-level compensation, the organization supports workforce stability, employee motivation, and equitable economic participation within local communities

Proportion of Senior Management Hired from Local Communities - (GRI 202-2)

The organization prioritizes local hiring for senior management positions wherever feasible, recognizing the value of regional expertise, cultural understanding, and stakeholder engagement. A significant proportion of senior leadership is recruited from local communities to strengthen decision-making, operational efficiency, and community relationships. Local leadership enhances responsiveness to regulatory, social, and market conditions while supporting regional employment development. Recruitment and succession planning processes emphasize merit, experience, and competence while encouraging internal promotions and local talent development. This approach reinforces the organization's commitment to inclusive growth, leadership continuity, and sustainable economic development within the communities where it operates.

Indirect Economic Impacts – (203-1, 203-2)

The organization contributes to economic development through infrastructure investments and support services that enhance operational efficiency and community well-being, including utilities, transportation access, safety systems, and shared industrial facilities (GRI 203-1). These investments generate significant indirect economic impacts by strengthening local supply chains, creating employment opportunities, improving service accessibility, and supporting small and medium enterprises. The outcomes include increased regional economic activity, improved workforce skills, and enhanced resilience of local communities. By integrating infrastructure development with responsible business practices, the organization promotes inclusive growth, long-term value creation, and positive socioeconomic outcomes aligned with sustainable development objectives



Proportion of Spending on Local Suppliers - (GRI 204-1)

The organization prioritizes procurement from local suppliers to support regional economic development and strengthen its supply chain resilience. A significant proportion of total procurement expenditure is directed toward vendors located within the operational region, promoting local employment and business growth. Supplier selection processes emphasize quality, reliability, compliance with legal and ethical standards, and alignment with sustainability requirements. By engaging local suppliers, the organization reduces transportation-related impacts, improves responsiveness, and fosters long-term partnerships. This approach contributes to inclusive economic growth, enhances operational efficiency, and reinforces the organization's commitment to responsible sourcing and community-based economic empowerment.



Anti-Corruption – (205-1, 205-2, 205-3)

The organization assesses corruption risks across its operations through internal controls, policy reviews, and periodic compliance evaluations to identify and mitigate potential ethical and legal risks (GRI 205-1). Anti-corruption policies are communicated to employees, and targeted training programs are provided to build awareness of ethical conduct, conflict-of-interest prevention, and reporting mechanisms (GRI 205-2). During the reporting period, confirmed incidents of corruption, if any, are addressed through disciplinary action, corrective measures, and process improvements in line with internal policies and legal requirements (GRI 205-3). These measures reinforce transparency, accountability, and a strong culture of integrity.

- Fair and transparent engagement with suppliers, customers, and business partners.
- Monitoring mechanisms to identify and mitigate potential risks related to monopoly or restrictive trade practices.



Legal Actions Related to Anti-Competitive Behaviour or Monopoly Practices (GRI 206-1)

SRF is committed to fair competition and conducts its business in compliance with all applicable competition and anti-trust laws. Policies and internal controls are in place to prevent anti-competitive practices, including price fixing, market allocation, abuse of dominant position, or unfair trade practices. During the reporting period, the organization was not subject to any significant legal actions, penalties, or sanctions related to anti-competitive behaviour or monopoly practices. Regular monitoring, management oversight, and employee awareness initiatives support compliance with competition regulations. This commitment to ethical market conduct helps maintain trust with customers, regulators, and business partners while ensuring sustainable and responsible growth

- Adoption of a Code of Conduct that emphasizes compliance with competition and fair-trade laws.
- Established governance and internal control mechanisms to prevent anti-competitive practices such as price fixing, cartelization, and abuse of dominant position.
- Periodic internal compliance reviews and management oversight to ensure adherence to legal requirements.
- Employee awareness initiatives to promote understanding of ethical conduct and competition-related obligations.



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

The organization monitors and records the types and quantities of raw materials used in its operations by weight or volume to improve material efficiency and resource management. Key materials include metals, polymers, packaging materials, and consumables relevant to manufacturing and support activities. Tracking material consumption enables identification of reduction opportunities, process optimization, and waste minimization. Periodic reviews help align material usage with production planning, quality requirements, and sustainability objectives. By maintaining transparency in material usage data, the organization supports responsible resource consumption, cost control, and continuous improvement in environmental performance.

Energy Consumption within the Organization - (GRI 302-1)



The organization systematically monitors and manages energy consumption within its operational boundaries, including electricity, fuel, and other energy sources used in production, utilities, and administrative functions. Energy data is collected through utility bills, meter readings, and equipment-level monitoring to ensure accuracy and transparency. Major energy consumption occurs in manufacturing processes, material handling, HVAC systems, lighting, and auxiliary equipment. The organization prioritizes energy efficiency through preventive maintenance, optimized machine utilization, and adoption of energy-efficient technologies. Periodic energy audits are conducted to identify high-consumption areas and improvement opportunities. These initiatives support cost optimization, operational efficiency, and reduced environmental impact.

Recycled Input Materials Used - (GRI 301-2)

The organization promotes the use of recycled input materials where technically and commercially feasible to reduce dependence on virgin resources. Recycled materials are incorporated into production processes, packaging, and auxiliary applications without compromising product quality or safety. Supplier evaluations consider the availability and certification of recycled content. Increasing recycled material usage contributes to lower environmental impact, reduced landfill waste, and improved circularity. Continuous monitoring and collaboration with suppliers support gradual enhancement of recycled input proportions. This approach aligns with the organization's commitment to resource efficiency, waste reduction, and sustainable material sourcing practices.

Reclaimed Products and Packaging – (GRI 301-3)

The organization encourages the reclamation and reuse of products and packaging materials through returnable packaging systems, segregation practices, and recycling initiatives. Packaging materials such as pallets, cartons, and containers are reused or returned to suppliers wherever feasible. Damaged or end-of-life products are evaluated for material recovery to minimize disposal. These practices reduce raw material consumption, waste generation, and environmental impact. Reclamation efforts are supported by employee awareness and supplier collaboration. By promoting reclaimed products and packaging, the organization strengthens circular economy practices and enhances overall material efficiency across its operations.

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Energy Consumption outside the Organization - (GRI 302-2)

Energy consumption outside the organization primarily relates to upstream and downstream activities, including supplier operations, transportation, logistics, and distribution of products. While direct control over external energy use is limited, the organization promotes responsible energy practices through supplier engagement and procurement standards. Preference is given to suppliers demonstrating energy-efficient operations and regulatory compliance. Logistics partners are encouraged to optimize routing, vehicle maintenance, and load efficiency to reduce fuel consumption. The organization also explores local sourcing where feasible to minimize transportation-related energy use. These measures contribute to reducing indirect energy impacts across the value chain.



Energy Intensity - (GRI 302-3)

The organization tracks energy intensity to evaluate energy efficiency relative to operational output, such as energy consumed per unit of production or revenue generated. Energy intensity indicators are reviewed periodically to assess performance trends and identify inefficiencies. Improvements in energy intensity are achieved through process optimization, equipment upgrades, and better production planning. By monitoring energy intensity, the organization ensures responsible resource utilization while supporting productivity and cost competitiveness. This metric enables benchmarking against industry standards and supports informed decision-making for continuous improvement in energy management and sustainability performance.

Reductions in Energy Consumption - (GRI 302-4)

The organization has achieved measurable reductions in energy consumption through targeted efficiency initiatives and operational improvements. Actions include replacing conventional lighting with LED systems, optimizing equipment layouts, improving preventive maintenance, and enhancing process controls. Employee awareness programs and ESG training have further contributed to responsible energy usage. Periodic energy audits help identify reduction opportunities and track progress. These initiatives collectively result in lower electricity and fuel consumption, reduced operating costs, and decreased greenhouse gas emissions. Continuous monitoring ensures that energy reduction measures remain effective and aligned with sustainability objectives.

Reductions in Energy Requirements for Products or Services - (GRI 302-5)

The organization actively works to reduce energy requirements associated with its products and services by improving design efficiency, process optimization, and operational controls. Manufacturing processes are continuously refined to minimize energy input without compromising quality or safety. Equipment efficiency enhancements, better material utilization, and optimized operating parameters contribute to lower energy demand per unit produced. In service-related activities, improved planning and scheduling reduce unnecessary energy usage. These efforts enhance overall product efficiency, support customer sustainability expectations, and contribute to reduced lifecycle energy impacts, reinforcing the organization's commitment to responsible energy management.



Water Management - (GRI 303-3, 303-5)

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Water stewardship initiatives focus on efficient usage, quality monitoring, and alternative sourcing. Water impact assessments identify consumption hotspots, while recycling and reuse systems reduce freshwater withdrawal. Effluent treatment plants ensure compliance with discharge standards. Continuous monitoring, audits, and employee awareness programs support responsible water management, mitigate water-related risks, and protect local ecosystems.

Biodiversity - (GRI 304-1, 304-2, 304-3, 304-4)

The organization's operational sites are not located within or adjacent to legally protected or biodiversity-sensitive areas, minimizing direct ecological risks (GRI 304-1). Environmental management practices are implemented to prevent significant impacts on local biodiversity, including controls on emissions, waste, water use, and land disturbance (GRI 304-2). While no large-scale habitat restoration activities are required, the organization supports greenbelt development and site landscaping to enhance local ecological value (GRI 304-3). Operations do not significantly affect endangered or protected species, and regular monitoring ensures compliance with environmental regulations and biodiversity protection requirements (GRI 304-4)



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Scope 1 Greenhouse Gas (GHG) Emissions – (GRI 305-1)

Scope 1 emissions include direct greenhouse gas emissions arising from sources owned or controlled by the organization, such as fuel combustion in boilers, generators, furnaces, company-owned vehicles, and process-related emissions. These emissions are monitored and quantified in accordance with the GHG Protocol and relevant ISO standards. Regular tracking enables identification of emission hotspots and supports implementation of reduction measures such as fuel optimization, preventive maintenance, process efficiency improvements, and adoption of cleaner fuels. Managing Scope 1 emissions helps reduce the organization’s direct carbon footprint, ensures regulatory compliance, and supports long-term climate mitigation objectives.

Scope 2 Greenhouse Gas (GHG) Emissions – (GRI 305-2)

Scope 2 emissions represent indirect greenhouse gas emissions resulting from the consumption of purchased electricity and other forms of energy sourced externally. The organization monitors electricity consumption across all operational areas and calculates associated emissions using applicable grid emission factors. Initiatives to reduce Scope 2 emissions include energy-efficient equipment, optimized operating schedules, preventive maintenance, employee awareness programs, and partial adoption of renewable energy sources. Reducing Scope 2 emissions contributes to lower operational costs, improved energy efficiency, and alignment with climate action goals. Continuous monitoring supports informed decision-making and progress toward a lower-carbon energy mix.

Scope 3 Greenhouse Gas (GHG) Emissions (Upstream and Downstream) – (GRI 305-3)

Scope 3 emissions include indirect emissions occurring across the value chain, both upstream and downstream. Upstream emissions arise from purchased goods and services, transportation, fuel- and energy-related activities, and supplier operations, while downstream emissions may include product distribution, use, and end-of-life treatment. The organization identifies relevant Scope 3 categories based on operational significance and data availability. Supplier engagement, logistics optimization,

GHG Emissions Intensity

waste reduction, and responsible sourcing practices support Scope 3 emission management. Although more complex to measure, Scope 3 assessment enhances value-chain transparency and supports long-term decarbonization strategies.

GHG Emissions Intensity –(GRI 305-4)

GHG emissions intensity metrics are used to assess emissions performance relative to operational output, such as per unit of production, revenue, or operational activity. These intensity indicators enable year-on-year performance comparison independent of business growth. By tracking emissions intensity, the organization evaluates the effectiveness of energy efficiency initiatives, process improvements, and emission reduction measures. Declining intensity values reflect improved resource efficiency and lower carbon dependency. Emissions intensity monitoring supports internal benchmarking, performance management, and alignment with climate targets, contributing to transparent and meaningful climate-related disclosures

GHG Emissions Reductions Achieved – (GRI 305-5)

The organization has achieved measurable reductions in greenhouse gas emissions through a combination of energy efficiency initiatives, process optimization, preventive maintenance, waste heat reduction, and increased use of renewable or low-carbon energy sources. Emission reduction projects are identified through audits, performance reviews, and continuous improvement programs. Both absolute and intensity-based reductions are monitored and documented. These initiatives reduce environmental impact while delivering operational cost savings and regulatory preparedness.



Emissions of Ozone-Depleting Substances (ODS) –(GRI 305-6)

The organization controls and minimizes emissions of ozone-depleting substances by adhering to regulatory requirements and phasing out ODS-containing equipment where feasible. Refrigerants and cooling agents are selected based on low ozone depletion potential, and handling is carried out by trained personnel. Maintenance procedures ensure leak prevention, safe recovery, and responsible disposal of refrigerants. Records of refrigerant usage and servicing activities are maintained to ensure compliance. Through responsible management of ODS, the organization supports global efforts to protect the ozone layer and complies with applicable environmental regulations.

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions –(GRI 305-7)

Air emissions such as NOx, SOx, particulate matter, and other pollutants primarily arise from fuel combustion, process activities, and backup power systems. The organization monitors and controls these emissions through pollution control equipment, fuel quality management, optimized combustion processes, and regular equipment maintenance. Compliance with statutory emission limits is ensured through periodic testing and regulatory reporting. Reduction of air pollutants improves local air quality, protects employee and community health, and reduces environmental impact. Continuous monitoring and improvement initiatives support responsible air emissions management and environmental

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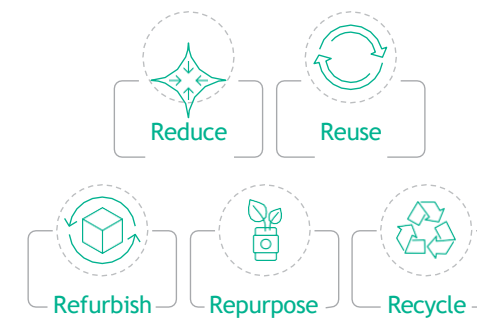
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Waste Management and Circularity- (GRI 306-3, 4, 5)

Waste management practices emphasize segregation, safe handling, recycling, and responsible disposal. Material flow analysis identifies waste streams and reduction opportunities. Hazardous waste is managed through authorized channels, while recycling initiatives support circular economy principles. Continuous monitoring ensures compliance, minimizes environmental risks, and enhances resource recovery.



Non-Compliance with Environmental Laws and Regulations – (GRI 307-1)

The organization is committed to full compliance with all applicable environmental laws, regulations, and statutory requirements governing its operations. Environmental compliance is monitored through internal audits, regulatory reporting, inspections, and management reviews. During the reporting period, there were no significant instances of non-compliance resulting in fines, penalties, or sanctions related to environmental laws and regulations. Preventive controls, employee training, and robust environmental management systems help identify and address potential compliance risks proactively. This strong compliance record reflects the organization's commitment to environmental responsibility, risk mitigation, and adherence to legal and ethical standards in all operational activities.

Supplier Environmental Assessment - (GRI 308-1,2)

The organization screens new suppliers using defined environmental criteria as part of its supplier evaluation and onboarding process to ensure compliance with legal requirements and alignment with sustainability expectations (GRI 308-1). Environmental aspects such as waste management, emissions control, resource efficiency, and regulatory compliance are assessed through self-declarations, documentation reviews, and periodic evaluations. Where negative environmental impacts are identified, corrective actions are initiated in collaboration with suppliers, including improvement plans, follow-up assessments, and capacity-building measures (GRI 308-2). These practices strengthen responsible sourcing, reduce supply chain risks, and promote continuous environmental performance improvement across the value chain.

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Employment – (GRI 401-1)



The organization monitors new employee hires and turnover to assess workforce stability, talent retention, and organizational growth across functions and locations (GRI 401-1). Comprehensive benefits are provided to full-time employees in accordance with statutory requirements and internal policies, including health insurance, retirement benefits, paid leave, and other welfare measures that support employee well-being and financial security (GRI 401-2). Parental leave is provided to eligible employees in line with applicable laws, with provisions for return to work and continued employment (GRI 401-3). These employment practices promote workforce engagement, equity, and long-term organizational sustainability.

Minimum Notice Periods Regarding Operational Changes – (GRI 402-1)

The organization follows defined procedures to ensure timely and transparent communication with employees regarding significant operational changes that may affect employment conditions. Minimum notice periods are provided in accordance with applicable labor laws, employment contracts, and collective agreements, where applicable. Employees and their representatives are informed through formal communication channels, meetings, and notices to enable adequate preparation and consultation. This approach supports constructive dialogue, minimizes disruption, and ensures compliance with statutory requirements. By maintaining clear notice period practices, the organization promotes trust, fairness, and responsible change management while safeguarding employee rights during organizational or operational transitions.

Hazardous and Non-Hazardous Waste Management – (GRI 403-2)

The organization manages hazardous and non-hazardous waste in a manner that protects employee health, workplace safety, and the environment. Waste streams are identified, segregated, labeled, and stored according to regulatory requirements. Hazardous waste is handled by trained personnel and disposed of through authorized vendors, while non-hazardous waste is reused or recycled wherever feasible. Standard operating procedures, training programs, and regular inspections help minimize exposure risks and prevent accidents. Effective waste management practices contribute to a safer workplace, regulatory compliance, and continuous improvement in occupational health and environmental performance.

Workers Covered by an Occupational Health and Safety Management System – (GRI 403-8)

All employees and applicable contract workers are covered under the organization's occupational health and safety (OH&S) management system. The system is aligned with statutory requirements and incorporates hazard identification, risk assessment, preventive controls, and continuous monitoring. Safety responsibilities are clearly defined across management levels, and workers receive appropriate training and protective equipment. Regular audits, inspections, and safety reviews ensure effective implementation. By extending OH&S coverage across the workforce, the organization promotes a strong safety culture, reduces workplace risks, and ensures consistent protection for all individuals working at or on behalf of the organization.

Work-Related Injuries – (GRI 403-9)

The organization records, monitors, and investigates all work-related injuries to identify root causes and prevent recurrence. Incident reporting mechanisms are in place for employees and contractors, supported by prompt medical response and corrective actions. Safety performance indicators, such as injury frequency and severity, are reviewed periodically by management. Preventive measures include safety training, equipment maintenance, ergonomic improvements, and behavioral safety initiatives. During the reporting period, efforts to strengthen safety controls contributed to a reduction in workplace incidents. Continuous monitoring supports improved safety outcomes and employee well-being.

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Work-Related Ill Health – (GRI 403-10)

The organization takes proactive measures to prevent work-related ill health through hazard identification, exposure control, and health surveillance. Occupational risks such as noise, dust, chemicals, and ergonomic stressors are assessed and managed through engineering controls, personal protective equipment, and safe work practices. Periodic medical examinations and health monitoring are conducted for employees exposed to occupational risks. Awareness programs promote early reporting and prevention. No significant cases of occupational illness were reported during the period. These measures reinforce the organization's commitment to safeguarding employee health and maintaining a safe working environment.



Training and Education – (GRI 404-1, 2, 3)

The organization promotes continuous learning by tracking average training hours per employee and providing structured learning opportunities across technical, safety, quality, and compliance areas (GRI 404-1). Skill upgradation programs include on-the-job training, internal workshops, external courses, and competency-based development initiatives aligned with operational and future business needs (GRI 404-2). Performance appraisal and career development reviews are conducted periodically for eligible employees to assess competencies, set goals, and identify development needs, with a significant proportion of employees covered (GRI 404-3). These practices support workforce capability, engagement, and long-term organizational effectiveness.

Diversity and Equal Opportunity – (GRI 405 -1, 2)

The organization promotes diversity and equal opportunity across governance bodies and its workforce, considering factors such as gender, age, experience, and functional representation (GRI 405-1). Recruitment, promotion, and leadership development processes are designed to be merit-based and non-discriminatory. Remuneration structures are standardized by role, skill, and responsibility, ensuring that basic salary and benefits are provided equitably without gender-based discrimination (GRI 405-2). Periodic reviews help maintain fairness and compliance with statutory requirements. These practices foster an inclusive workplace culture, enhance employee engagement, and reinforce the organization's commitment to equity and ethical employment standards.



Incidents of Discrimination and Corrective Actions Taken – (GRI 406-)

The organization maintains a zero-tolerance policy toward discrimination in any form and is committed to providing a respectful and inclusive workplace. Policies addressing equal opportunity, anti-harassment, and fair treatment are communicated to all employees. Grievance redressed mechanisms, including internal complaint committees, are in place to address concerns confidentially and promptly. During the reporting period, no substantiated incidents of discrimination were reported. Any complaints received are investigated in line with established procedures, and corrective actions are implemented where required. Ongoing awareness programs reinforce acceptable workplace behavior and support a culture of dignity, respect, and compliance with applicable laws.



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Human Rights and Supply Chain Responsibility - (GRI 408-1)

Human rights due diligence extends across operations and supply chains. Supplier screening, audits, and capacity-building programs address risks related to child labor, forced labor, and ethical conduct. Corrective action plans and monitoring ensure compliance with organizational standards and international norms, strengthening responsible sourcing.

Human Rights – (GRI 412 1, 2, 3)

The organization integrates human rights considerations into its operational and governance practices through periodic reviews to identify and mitigate potential risks related to labor rights, workplace conduct, and ethical operations (GRI 412-1). Employees receive awareness and training on human rights principles, including non-discrimination, fair treatment, and prevention of harassment, to promote responsible behavior across the organization (GRI 412-2). Relevant agreements, policies, and supplier contracts incorporate human rights clauses aligned with applicable laws and international standards (GRI 412-3). These measures reinforce respect for human rights, strengthen accountability, and support responsible business conduct throughout operations and the value chain.

Community Engagement - (GRI 413-1)

Community initiatives focus on local development, employment, and social wellbeing. Engagement programs assess impacts, address concerns, and foster positive relationships with surrounding communities. These initiatives contribute to shared value creation, social license to operate, and long-term sustainability.

(Supplier Social Assessment – (GRI 414 1, 2)

The organization screens new suppliers against defined social criteria as part of its supplier onboarding and evaluation process to ensure compliance with labor laws, ethical standards, and workplace safety requirements (GRI 414-1). Assessments consider factors such as fair wages, working conditions, non-discrimination, health and safety practices, and legal compliance. Where negative social impacts are identified within the supply chain, corrective action plans are implemented in collaboration with suppliers, including follow-up assessments and capacity-building initiatives (GRI 414-2). These practices promote responsible sourcing, reduce social risks, and strengthen ethical performance across the supply chain.

Customer Health and Safety –(GRI 416-1, 2)

The organization assesses the health and safety impacts of its products across key stages of the product life cycle, including design, manufacturing, storage, and distribution, to ensure compliance with applicable safety standards and customer requirements (GRI 416-1). Quality control measures, testing procedures, and documented operating practices are implemented to minimize risks associated with product use.



During the reporting period, there were no significant incidents of non-compliance related to product health and safety regulations, nor any resulting penalties or recalls (GRI 416-2). These measures reinforce customer trust, regulatory compliance, and commitment to safe and responsible products,



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Substantiated Complaints Regarding Data Breaches – (GRI 418-I)

The organization is committed to protecting the confidentiality, integrity, and security of personal and business information. Robust data protection measures, including access controls, password management, cybersecurity systems, and employee awareness programs, are implemented to prevent unauthorized access or data misuse. Regular reviews and monitoring of information security practices help identify potential vulnerabilities. During the reporting period, there were no substantiated complaints regarding breaches of customer, employee, or business data. Incident response procedures are in place to address any data security concerns promptly. These measures reinforce stakeholder trust and ensure compliance with applicable data protection and privacy regulations.



Non-Compliance with Socioeconomic Laws and Regulations - (GRI 419-1)

The organization is committed to complying with all applicable socioeconomic laws and regulations, including those related to labor practices, taxation, trade, and social welfare. Compliance is monitored through internal controls, audits, and periodic management reviews to identify and address potential risks. During the reporting period, there were no significant instances of non-compliance resulting in fines, penalties, or legal sanctions related to socioeconomic laws and regulations. Preventive measures, employee awareness, and robust governance frameworks support adherence to legal requirements. This strong compliance record reflects the organization's commitment to ethical conduct, regulatory responsibility, and sustainable business operations.

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SUSTAINABILITY PERFORMANCE DATA



Sustainability Performance Data – 1st April 2024-31st March 2025

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KPI 1: Percentage of women within the organization's board – **35.7%**

KPI 2: Total weight of waste recovered – **1,324,630.72 kg**

KPI 3: Number of work-related accidents – **0**

KPI 4: Career management and training coverage – **100%**

KPI 5: Air pollution index – **38**

KPI 6: Percentage of employees paid below living wage (including non-employees) – **0%**

KPI 7: Employee health and safety incidents – **0**

KPI 8: Total renewable energy consumption – **13,495.62 kWh**

KPI 9: Product end-of-life cases managed – **43**

KPI 10: Targeted suppliers with ESG clauses in contracts – **100%**

KPI 11: Direct employees paid below living wage – **0%**

KPI 12: Average hours of training per employee – **19 hours**

KPI 13: External stakeholder human rights incidents – **0**

KPI 14: Total water recycled and reused – **31,370.1 liters**

KPI 15: Direct employees covered by living wage benchmarking – **100%**

KPI 16: Total gross Scope 1 GHG emissions – **2,798.86 MTCO₂e**

KPI 17: Total gross Scope 2 GHG emissions – **8,033.9 MTCO₂e**

KPI 18: Total gross Scope 3 GHG emissions – **25,440.41 MTCO₂e**

KPI 19: Total gross Scope 3 upstream GHG emissions – **25,358.09 MTCO₂e**

KPI 20: Total gross Scope 3 downstream GHG emissions – **82.32 MTCO₂e**

KPI 21: Targeted suppliers covered by sustainability on-site audits – **100%**

KPI 22: Reports related to whistleblower procedure – **0**

KPI 23: Buyers trained on sustainable procurement – **100%**

KPI 24: Total weight of air pollutants – **0.73 metric tons**

KPI 25: Energy consumption and GHGs – **50,714,753.04 kWh**

KPI 26: Targeted suppliers covered by sustainability assessment – **100%**

KPI 27: Employees trained on business ethics – **100%**

KPI 28: Audited/assessed suppliers engaged in corrective actions – **100%**

KPI 29: Confirmed corruption incidents – **0**

KPI 30: Number of hours worked – **1,622,400 hours**

KPI 31: Minority or vulnerable employees in top management – **20.4%**

KPI 32: Materials, chemicals, and waste handled – **16,595.32 liters**

KPI 33: Confirmed information security incidents – **0**

KPI 34: Total hazardous waste generated – **180,222 kg**

KPI 35: Average unadjusted gender pay gap – **0%**

KPI 36: Wage gap against living wage benchmark – **0%**

KPI 37: Discrimination and harassment incidents – **0**

KPI 38: Targeted suppliers who signed the supplier code of conduct – **100%**

KPI 39: Days lost due to work-related injuries or ill health – **0**

KPI 40: Social dialogue activities – **12**

KPI 41: Total non-hazardous waste generated – **1,144,228.72 kg**

KPI 42: Percentage of women at top management level – **6.12%**

KPI 43: CEO-to-median employee compensation ratio – **0.8**

KPI 44: Environmental services and advocacy initiatives – **14.28**

KPI 45: Total water consumption – **200,788.28 liters**

KPI 46: Women employed across the organization – **40.8%**

KPI 47: Employees covered under fair working conditions – **100%**

KPI 48: Product use responsibility coverage – **22%**

KPI 49: Minority or vulnerable employees in total workforce – **30.6%**

KPI 50: Identified discrimination or harassment cases – **0**

KPI 51: Total energy consumption – **50,714,753.04 kWh**

KPI 52: Total water use/withdrawal – **30,139.9 liters**

KPI 53: Biodiversity management coverage – **21%**

KPI 54: Child labor, forced labor, or human trafficking incidents – **0**

KPI 55: Employees trained annually – **100%**

KPI 56: Employees receiving structured training annually – **100%**

KPI 57: Reported governance or safeguard violations – **0**

KPI 58: Confirmed incidents of improper advantage – **0**

KPI 59: Employees trained on **safety** – **100%**

KPI 60: Customer health and safety incidents – **0**

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 : 15th April, 2025

Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (ACSAP)-AA1000

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

Signature : 