

PROTECK METALICS PRIVATE LIMITED

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Unit I : Plot No.K-20 & 21, South Avenue Road, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur, Mevalurkuppam, Kancheepuram-602117, Tamil Nadu, India.

Unit II : Plot No: A-8, SIPCOT Industrial Growth Center, Vallam B Village, Oragadam, Kancheepuram-602105, Tamil Nadu, India.

Corporate Sustainability Report

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

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General

Environment

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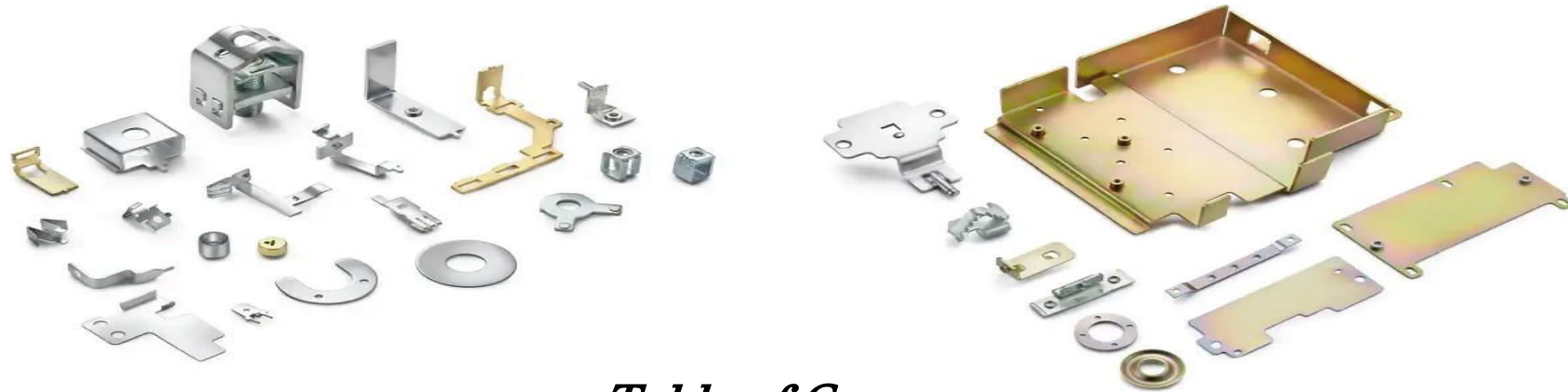


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GENERAL

1. Stakeholder engagement
2. Process for identifying material topics
3. List of material topics
4. Economic Performance

STATEMENT OF USE (GRI 1-5)

This report is prepared in accordance with GRI standards.

Organizational details (GRI 2-1)

PMPL is an India-based manufacturing company engaged in sheet metal fabrication, laser cutting, bending, pressed components, and welded assemblies. The registered office is located at Medavakkam Road, Chennai, Tamil Nadu. PMPL operates two manufacturing units at SIPCOT Industrial Park, Sriperumbudur, and SIPCOT Industrial Growth Center, Oragadam. The company operates under private ownership with centralized operational control. PMPL employs a skilled workforce across production, quality, maintenance, logistics, administration, and ESG functions. Operations primarily support automotive, rail, and industrial customers. ESG principles are integrated across all facilities, ensuring consistent environmental, social, and governance practices throughout the organization.

Governance structure (GRI 2-9)

PMPL follows a structured governance framework led by the Board of Directors and senior management. Operational oversight is supported by functional committees responsible for quality, health and safety, environmental management, ethics, and ESG performance. Sustainability oversight is embedded within management review mechanisms, ensuring ESG risks and opportunities are discussed at leadership level. Department heads are accountable for implementing policies and monitoring compliance. Internal audits, management reviews, and reporting systems provide transparency and accountability. This governance structure enables effective decision-making, risk management, regulatory compliance, and continuous improvement aligned with PMPL's long-term sustainability objectives.

Policy commitments (GRI 2-23)

PMPL maintains formal policy commitments covering ethical conduct, anti-corruption, human rights, labor standards, non-discrimination, health and safety, environmental protection, and data privacy. These policies align with Indian laws, international labor standards, and ESG best practices. A zero-tolerance approach is adopted toward bribery, harassment, child labor, forced labor, and unsafe practices. Policies are communicated through training, signage, onboarding programs, and supplier contracts. Compliance is monitored through audits and grievance mechanisms. These commitments guide responsible business conduct, protect stakeholder interests, and reinforce PMPL's culture of integrity and accountability.



STAKEHOLDER

ENGAGEMENT

(GRI 2-29)

A **stakeholder mapping and prioritization framework** is used to assess relevance based on influence, interest, and potential business impact.

Senior management and functional heads are involved in **reviewing critical stakeholder feedback** and approving action plans.

Grievance redressal mechanisms are in place for employees, suppliers, and external stakeholders to **raise concerns confidentially and without retaliation**.

Key ESG risks and opportunities identified through stakeholder interactions are integrated into **operational controls, policies, and improvement plans**.

PMPL engages with key stakeholders including employees, customers, suppliers, regulators, auditors, and local communities. Stakeholders are identified based on their influence, dependency, and impact on business operations

Engagement methods include employee surveys, training programs, supplier meetings, audits, customer feedback, compliance reporting, and community interactions. ESG-related concerns such as safety, quality, environmental performance, ethics, and human rights are regularly reviewed. Feedback is documented and integrated into management decisions. This structured engagement approach strengthens trust, improves risk management, and ensures alignment between stakeholder expectations and PMPL's sustainability strategy.

**periodic and
need-based
basis**



Process for identifying material topics (GRI 3-1)

PMPL identifies material sustainability topics through a structured assessment of environmental, social, and governance impacts across its value chain. Inputs include internal risk assessments, legal compliance requirements, GHG inventories, KPI monitoring, employee feedback, supplier evaluations, customer expectations, and audit findings. Topics are evaluated based on severity, likelihood, regulatory relevance, and stakeholder concern. Management reviews prioritize high-impact areas such as energy use, emissions, occupational health and safety, labor practices, ethics, and data security. This systematic process ensures that reported topics reflect PMPL's most significant sustainability impacts and business risks.

List of material topics (GRI 3-2)

PMPL's material topics include energy consumption, greenhouse gas emissions, water management, waste management, environmental compliance, occupational health and safety, labor practices, training and development, diversity and equal opportunity, human rights, supplier ESG performance, anti-corruption, data security, and community engagement. These topics were identified through internal assessments, regulatory requirements, KPI trends, and stakeholder inputs. Material topics guide ESG planning, resource allocation, target setting, and performance monitoring. Regular reviews ensure the materiality list remains relevant as operations, regulations, and stakeholder expectations evolve.

ENVIRONMENTAL

- Energy consumption & efficiency
- GHG emissions reduction
- Water usage & conservation
- Waste reduction & management
- Sustainable sourcing of materials
- Air quality management
- Pollution prevention
- Hazardous material handling
- Circular economy initiatives
- Climate change adaptation

SOCIAL

- Employee health & safety
- Labor rights & fair wages
- Training & skill development
- Diversity & inclusion programs
- Occupational health initiatives
- Employee well-being programs
- Community engagement
- Anti-harassment measures
- Grievance handling system
- Fair recruitment practices

GOVERNANCE

- Corporate ethics & integrity
- Anti-corruption policies
- Risk assessment & mitigation
- Internal audit & compliance
- Data protection & cyber security
- Transparent reporting
- Board oversight & accountability
- Policy adherence
- Whistle blower mechanisms
- Stakeholder engagement

Management of material topics (GRI 3-3)

For each material topic, PMPL has defined policies, procedures, responsibilities, and performance indicators. Actions include energy audits, GHG accounting, safety programs, training plans, supplier screening, internal audits, and corrective action tracking. KPIs are monitored annually and verified where applicable. Management reviews evaluate effectiveness and identify improvement opportunities. Corrective and preventive actions are implemented to address gaps. This structured management approach ensures accountability, continuous improvement, and alignment with ESG objectives while supporting regulatory compliance and long-term value creation.

Economic Performance (GRI 201-4)

PMPL creates economic value through manufacturing operations, employment generation, supplier payments, and statutory tax contributions. Economic value generated is distributed across employee wages and benefits, procurement spending, operational expenses, and reinvestment in technology, safety, quality, and ESG initiatives.

The company identifies and manages climate-related financial risks, including energy cost fluctuations and regulatory changes, through energy efficiency measures and climate-conscious business planning. Climate-related opportunities are pursued through process optimization, improved resource efficiency, and exploration of renewable energy adoption.

PMPL fulfills all defined benefit obligations, including provident fund contributions, employee insurance, and retirement benefits, in full compliance with applicable legal requirements.

GRI code-wise mapping (GRI 201-1 / 201-2 / 201-4)

PMPL contributes to economic value creation through its manufacturing operations, employment generation, supplier payments, and statutory tax contributions. Direct economic value generated is distributed across employee wages and benefits, procurement spending, operational costs, and reinvestment in technology, safety, quality, and ESG initiatives. Climate-related financial risks such as energy costs and regulatory changes are addressed through energy efficiency measures and climate-conscious planning, while opportunities include process optimization and renewable energy adoption. PMPL fulfills defined benefit obligations including provident fund, insurance, and retirement benefits in full compliance with legal requirements. The company does not depend on material government financial assistance, ensuring financial stability, transparency, and responsible long-term growth.



GOVERNANCE

1. Entry-level Wage Ratios
2. Local Senior Management
3. Local Supplier Spending
4. Indirect Economic Impacts
5. Anti-corruption
6. Anti-competitive Behavior and Legal Actions

Entry-level Wage Ratios (GRI 202-1)

PMPL ensures that entry-level wages for permanent employees meet or exceed applicable local minimum wage requirements prescribed by Indian labor laws. Wage benchmarking is conducted periodically to maintain competitiveness and fairness across roles. Compensation structures consider skill level, job responsibility, statutory benefits, and living cost factors. This approach supports employee retention, motivation, and compliance with labor regulations. By offering wages above minimum standards, PMPL promotes decent work conditions and financial security for employees, reinforcing its commitment to fair labor practices and responsible employment across all operational locations.

Local Senior Management (GRI 202-2)

A significant proportion of PMPL's senior management is recruited from local and regional communities where operations are located. This practice strengthens local economic participation, enhances contextual decision-making, and supports long-term organizational stability. Local leadership brings operational familiarity, regulatory understanding, and community awareness, improving stakeholder engagement and risk management. Succession planning and leadership development programs further strengthen internal talent pipelines. PMPL's focus on local leadership reflects its commitment to inclusive growth, reduced relocation impacts, and stronger alignment between business operations and regional development priorities.

Local Supplier Spending (GRI 204-1)

A substantial portion of PMPL's procurement expenditure is directed toward local and domestic suppliers. Local sourcing reduces transportation impacts, improves responsiveness, and strengthens supplier relationships. Procurement teams track supplier locations and spending patterns to assess local sourcing performance. This approach supports regional economic development while enhancing supply chain resilience. Where specialized inputs are unavailable locally, PMPL ensures responsible sourcing through evaluated national suppliers.

Indirect Economic Impacts (GRI 203-2)

PMPL generates significant indirect economic impacts through employment creation, local supplier engagement, logistics demand, and utilization of shared industrial infrastructure. Manufacturing operations support ancillary industries such as transportation, maintenance, utilities, and raw material supply, contributing to regional industrial development within SIPCOT zones. Infrastructure investments in facilities, safety systems, pollution control equipment, and energy-efficient machinery enhance operational efficiency while benefiting surrounding businesses and service networks. Workforce income supports local consumption, and skill development initiatives improve employability beyond PMPL. No significant adverse indirect economic impacts have been identified, reinforcing PMPL's role as a responsible contributor to inclusive and sustainable economic growth.

Anti-corruption

(GRI 205-1, 2, 3)

PMPL maintains a zero-tolerance approach toward bribery, corruption, and unethical business conduct across all operations. Anti-corruption principles are embedded in governance policies, employee codes of conduct, and supplier agreements. Periodic corruption risk assessments identify potential exposure in areas such as procurement, vendor payments, and contract approvals, supported by internal controls,



Anti-corruption (GRI 205-1, 2, 3)

authorization mechanisms, and audits. Employees receive anti-corruption awareness through induction programs, policy communication, and management briefings, emphasizing ethical behavior and reporting mechanisms. During the reporting period, no confirmed incidents of corruption were recorded, and any allegations are investigated promptly, reinforcing PMPL's commitment to integrity, transparency, and regulatory compliance. campus have been upgraded to R-22-free systems.

Anti-competitive Behavior and Legal Actions (GRI 206)

PMPL strictly adheres to all applicable competition and anti-trust laws, ensuring fair and ethical business operations. Transparent pricing, procurement, and customer engagement practices prevent collusion, monopolistic behavior, or restrictive trade. Robust internal compliance frameworks—including policies, training, audits, and monitoring—detect and address anti-competitive risks.

During the reporting period, no legal actions related to anti-competitive conduct, monopoly practices, or unfair trade were reported, reflecting effective governance and ethical standards. Continuous policy reviews and stakeholder engagement reinforce compliance, fostering a transparent, competitive market environment that protects stakeholder interests, maintains trust, and upholds PMPL's commitment to integrity.



PMPL complies fully with applicable competition and anti-trust laws. Fair and ethical business practices are ensured across all operations. Transparent pricing, procurement, and customer engagement prevent collusion and unfair trade.

Ongoing **policy reviews** strengthen governance and legal compliance. **Stakeholder engagement** supports transparency and fair competition. Commitment to **market integrity, trust, and ethical standards** is consistently upheld

ENVIRONMENT

1. *Materials Used*
2. *Recycled Input Materials*
3. *Reclaimed Products*
4. *Energy consumption within the organization*
5. *Energy consumption outside the organization*
6. *Energy intensity*
7. *Reductions in energy consumption*
8. *Reductions in energy requirements of products/services*
9. *Water and Effluents Management*
10. *Biodiversity Management*
11. *Energy and Emissions Performance*
12. *GHG Emissions Intensity*
13. *GHG Emissions Reductions*
14. *Ozone-Depleting Substances*
15. *Other Air Emissions*
16. *Waste Management*
17. *Environmental Compliance and Non-Compliance*
18. *Supplier Environmental Assessment*



Environmental Performance: Materials, Energy, and Emissions

Materials Management

Materials Used (GRI 301-1)

PMPL tracks the quantity of major raw materials used in manufacturing, primarily steel and metal alloys, measured by weight. Material consumption data is maintained through purchase records, production logs, and inventory systems. This tracking enables monitoring of material efficiency, identification of waste reduction opportunities, and improved production planning. While detailed public disclosure of exact volumes is limited due to commercial sensitivity, internal monitoring supports sustainability goals and continuous improvement in material utilization.

Recycled Input Materials (GRI 301-2)

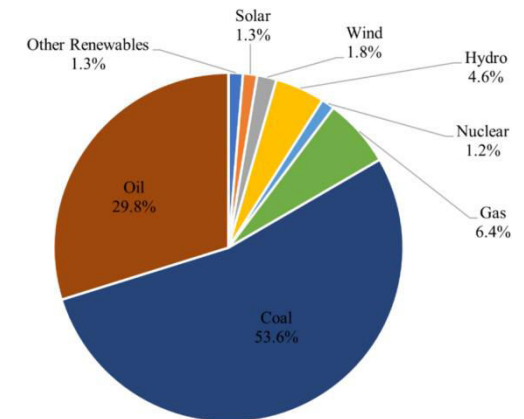
PMPL encourages the use of recycled-content metals where technically and commercially feasible. Suppliers are evaluated for material quality and compliance, including recycled material sourcing. Use of recycled metal inputs contributes to reduced embodied emissions and resource conservation. Internal scrap generated during fabrication is segregated and sent to authorized recyclers, creating a closed-loop material flow. This approach supports circular economy principles and reduces dependence on virgin raw materials.

Reclaimed Products (GRI 301-3)

PMPL does not currently reclaim finished products due to the customized nature of its fabricated components. However, the company actively promotes the reuse and recovery of packaging materials, including pallets, cartons, and protective materials, within operational processes. Scrap metals, rejected components, and other process waste are carefully segregated and sent to authorized recycling vendors, ensuring environmentally responsible disposal. These practices help minimize landfill contributions, conserve resources, and enhance material recovery within operational limitations.

Energy consumption within the organization (GRI 302-1)

PMPL's internal energy consumption is primarily driven by purchased electricity, powering manufacturing machinery, material handling equipment, lighting, and office infrastructure. Consumption is systematically monitored through electricity bills and internal tracking systems to ensure accurate measurement and reporting. Periodic reviews and energy audits identify opportunities for efficiency improvements, including optimizing equipment performance, reducing idle energy use, and implementing best practices in operations. These measures support responsible energy management, reduce operational costs, and contribute to environmental sustainability. By focusing on efficient electricity use across all facilities, PMPL demonstrates its commitment to minimizing its energy footprint while maintaining reliable production and administrative operations.



Energy consumption outside the organization (GRI 302-2)

General

Environment

Social

Governance

Energy Intensity (GRI 302-3)

Energy consumption outside PMPL's direct operations primarily includes electricity and fuel used in logistics, transportation of raw materials and finished goods, and outsourced services, accounted under Scope 3 emissions. PMPL actively engages with logistics partners and suppliers to promote energy-efficient practices across the supply chain. Initiatives such as route optimization, load consolidation, and adoption of fuel-efficient transport methods help reduce external energy demand. By collaborating with partners and monitoring supply chain energy use, PMPL mitigates indirect energy impacts, enhances operational sustainability, and demonstrates its commitment to responsible energy management beyond its immediate operational boundaries.

PMPL monitors energy intensity by analyzing total energy consumption relative to production output, providing a clear measure of operational efficiency. These indicators enable tracking of trends over time and benchmarking against internal performance targets. Continuous improvements in equipment efficiency, production planning, preventive maintenance, and operational scheduling contribute to gradual reductions in energy intensity. Monitoring these metrics allows management to identify opportunities for energy optimization, prioritize efficiency initiatives, and support informed decision-making. By systematically assessing energy intensity, PMPL demonstrates its commitment to minimizing energy use per unit of output, enhancing sustainability performance while maintaining production effectiveness.

Reductions in energy consumption (GRI 302-4)

PMPL has undertaken multiple initiatives to reduce energy consumption across its operations. Key measures include replacing conventional lighting with energy-efficient LED systems, implementing preventive maintenance programs for machinery, and conducting employee awareness campaigns on energy conservation. These actions help minimize unnecessary electricity use, enhance equipment efficiency, and optimize operational processes. Progress is monitored through comparative analysis of utility data, enabling the company to track improvements and identify further opportunities. By continuously focusing on energy-saving upgrades and operational efficiencies, PMPL achieves gradual reductions in overall energy consumption, supporting both cost efficiency and its commitment to environmental sustainability.

Reductions in energy requirements of products/services (GRI 302-5)

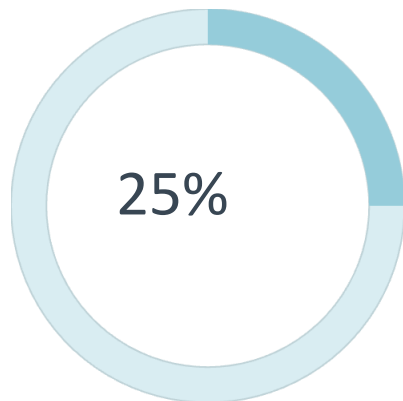
PMPL implements process improvements to reduce the energy required per unit of production. Measures include optimized cutting layouts, minimized rework, and efficient production sequencing, all designed to enhance operational efficiency. Preventive maintenance programs ensure machinery functions at peak performance, reducing energy losses and downtime. These initiatives collectively lower the energy intensity associated with products, contributing to both environmental sustainability and cost efficiency. By systematically monitoring and refining production processes, PMPL achieves continuous energy optimization, demonstrating its commitment to minimizing the energy footprint of its products while maintaining high-quality output and operational reliability.



Water, Waste, and Environmental Compliance

Water and Effluents Management (GRI 303)

PMPL manages water as a shared and finite resource, using it primarily for domestic purposes, cleaning, and limited process-related activities. Withdrawal occurs through municipal or authorized sources, with volumes monitored to identify efficiency opportunities. Wastewater from domestic and cleaning operations is directed to approved treatment systems, ensuring compliance with local regulations and preventing environmental contamination. Non-water-intensive operations minimize water stress, while awareness programs, preventive maintenance, and responsible usage practices reduce wastage. By monitoring consumption, discharges, and efficiency measures, PMPL demonstrates its commitment to sustainable water management, regulatory compliance, and the protection of local water resources.



Water Recycled

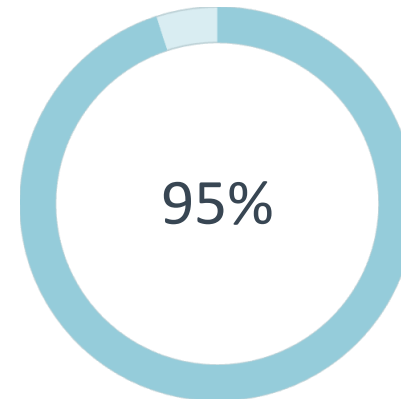
141,427.5 liters of total water consumption recycled and reused

1. Water Source and Withdrawal:

Water is sourced only from authorized municipal supply and approved vendors. No groundwater extraction or water withdrawal from water-stressed areas is undertaken.

2. Purpose of Water Use:

Water is primarily used for domestic purposes (sanitation, drinking), housekeeping, and limited non-process cleaning activities. No water-intensive manufacturing processes are involved.



Waste Recovery

13,690.95 kg of total waste recovered through recycling

3. Monitoring and Measurement

Water consumption is regularly monitored through bills and internal records to track usage trends and identify opportunities for reduction and efficiency improvement.

Biodiversity Management (GRI304)

PMPL's operations are situated within designated industrial zones, away from protected or biodiversity-sensitive areas. Environmental assessments confirm minimal direct impacts on local ecosystems, and no significant biodiversity risks or dependencies have been identified. Operational controls prioritize pollution prevention, regulatory compliance, and responsible site management.

The company has not undertaken habitat restoration activities, and no species are known to be affected by its operations. By maintaining careful site selection, monitoring environmental impacts, and implementing preventive measures, PMPL ensures that its activities do not compromise biodiversity, reflecting a commitment to sustainable operations and environmental stewardship.



Nurturing Nature in Cities: Bio Conserve Summit



Energy and Emissions Performance (305-1,2,3)

6.43

Scope 1 Emissions

tCO₂e from limited fuel consumption

132

Scope 2 Emissions

tCO₂e from purchased electricity

79.85

Scope 3 Emissions

tCO₂e from supply chain activities

188,570

Total Energy

kWh consumed annually

PMPL's internal energy consumption is primarily driven by purchased electricity, powering manufacturing machinery, material handling equipment, lighting, and office infrastructure. Consumption is systematically monitored through electricity bills and internal tracking systems to ensure accurate measurement and reporting. The company has undertaken multiple initiatives to reduce energy consumption across its operations, including replacing conventional lighting with energy-efficient LED systems, implementing preventive maintenance programs for machinery, and conducting employee awareness campaigns on energy conservation. Energy intensity is monitored by analyzing total energy consumption relative to production output, providing a clear measure of operational efficiency.

GHG Emissions Intensity (GRI 305-4)

PMPL monitors greenhouse gas emissions intensity by relating total GHG emissions to production output. This metric provides insight into operational efficiency and the carbon footprint per unit of product. Tracking emissions intensity over time helps identify trends, benchmark performance against internal targets, and guide reduction strategies. Continuous improvements in equipment efficiency, process optimization, and preventive maintenance contribute to lowering emissions per unit. Monitoring GHG intensity supports informed decision-making, facilitates goal-setting for sustainable operations, and aligns with the company's commitment to environmental stewardship. It ensures that growth in production does not proportionally increase the company's carbon impact.



GHG Emissions Reductions (GRI 305-5)

PMPL has established a verified greenhouse gas emissions baseline to guide reduction initiatives. Energy efficiency measures, including LED lighting, optimized equipment use, and preventive maintenance, have been implemented to lower emissions. Continuous monitoring allows the company to track improvements and identify further reduction opportunities. Future emissions reductions will be quantified as initiatives mature, enabling evidence-based reporting and performance assessment. These efforts support both environmental sustainability and operational cost efficiency. By systematically managing GHG emissions, PMPL demonstrates its commitment to mitigating climate impacts, aligning with corporate sustainability objectives, and promoting responsible environmental practices across all operations.

Ozone-Depleting Substances (GRI 305-6)

PMPL does not use ozone-depleting substances (ODS) in its operations. The company ensures that all refrigerants, solvents, and chemicals employed in manufacturing and ancillary processes are ODS-free, aligning with environmental regulations and international standards. Periodic audits confirm compliance, and employee awareness programs reinforce safe handling of permitted substances.

Avoiding ODS protects the ozone layer, contributes to global environmental sustainability, and mitigates potential regulatory and reputational risks. PMPL's proactive approach ensures that its operations do not contribute to ozone depletion while maintaining operational efficiency and safety standards, reflecting the company's commitment to responsible environmental

Other Air Emissions (GRI 305-7)

Air emissions from PMPL, including nitrogen oxides (NO_x) and sulfur oxides (SO_x), are minimal and remain within regulatory limits. Emission levels are controlled through preventive maintenance of equipment and adherence to operational best practices. Routine monitoring ensures compliance with environmental standards and enables timely corrective actions if deviations occur. By managing air emissions proactively, PMPL minimizes environmental impact, protects workplace and community air quality, and demonstrates responsible operational management. These measures reflect the company's commitment to sustainable manufacturing practices, regulatory compliance, and continuous improvement in reducing air pollutants across its facilities.

Waste Management (GRI 306-5)

PMPL manages waste responsibly across all operations, encompassing metal scrap, packaging, consumables, hazardous residues, and domestic waste. Waste generation primarily arises from sheet metal fabrication, machining, welding, and packaging activities, with non-hazardous metal scrap being the most significant stream. A structured waste management system emphasizes segregation at source, safe handling, reuse, recycling, and disposal through authorized vendors. Hazardous waste is minimized and securely managed. Employees are trained on proper waste practices, and quantities are logged for monitoring. By diverting recyclable materials from landfill and ensuring compliant disposal, PMPL reduces environmental impacts and supports circular economy principles.

Environmental Compliance and Non-Compliance (GRI 307)

PMPL strictly adheres to all applicable environmental laws, permits, and regulations covering emissions, waste management, water usage, and occupational health. Compliance is ensured through regular internal audits, inspections, statutory reporting, and timely renewal of permits. Any gaps identified are addressed promptly through corrective actions. During the reporting period, no significant non-compliance cases were recorded, and no material fines, penalties, or sanctions were imposed. Continuous monitoring, employee awareness programs, and robust internal systems reinforce adherence.

This proactive approach supports risk mitigation, operational continuity, environmental stewardship, and the company's commitment to sustainable and legally compliant operations.

PMPL maintains a strong commitment to full compliance with all applicable environmental laws, statutory requirements, and regulatory permits governing emissions, waste handling, water consumption, and occupational health and safety. The company has established structured compliance management systems that include periodic internal audits, routine inspections, and systematic statutory reporting to relevant authorities. Environmental permits and licenses are tracked carefully, ensuring timely renewals and uninterrupted regulatory validity. Any deviations or gaps identified during audits or inspections are promptly addressed through defined corrective and preventive action plans. During the reporting period, PMPL did not record any significant instances of environmental non-compliance, nor were any material fines, penalties, or legal sanctions imposed. Continuous environmental performance monitoring,



Align this exactly to GRI 2-27 / GRI 307 wording
Convert it into a policy-style narrative
Reduce or expand it to a specific word count

Supplier Environmental Assessment (GRI 308)

PMPL integrates environmental considerations into its supplier selection and evaluation processes to promote sustainable supply chain practices. Suppliers are assessed for legal compliance, environmental management systems, waste handling, pollution control, and overall risk exposure. New suppliers undergo environmental screening through documentation review, self-declarations, and verification of practices.



Preference is given to suppliers demonstrating responsible environmental stewardship. During the reporting period, no significant negative environmental impacts were identified within the supply chain; minor issues were addressed through corrective actions. These measures ensure regulatory compliance, reduce environmental risks, and align supplier performance with PMPL's sustainability objectives.

SOCIAL

1. *Employment And Workforce Stability*
2. *Labor/Management Relations And Notice Of Operational Changes*
3. *Occupational Health & Safety*
4. *Hazardous And Non-hazardous Waste (OHS Perspective)*
5. *Workers Covered By OH&S System*
6. *Work-related Injuries*
7. *Work-related Ill Health*
8. *Training, Education, And Employee Development*
9. *Diversity, Equity, And Equal Compensation*
10. *Non-discrimination And Incident Management*
11. *Child Labor And Forced Labor Prevention*
12. *Forced Or Compulsory Labor*
13. *Human Rights Assessment And Implementation*
14. *Supplier Social Assessment And Compliance*
15. *Customer Health And Safety Management*
16. *Information Security And Data Protection*
17. *Socioeconomic Compliance And Legal Adherence*



Workforce, Health, Safety, and Human Rights

Employment and Workforce Stability (GRI 401)

PMPL provides stable employment across manufacturing and administrative operations, emphasizing legal compliance, fair recruitment, and workforce well-being. HR policies govern hiring, onboarding, compensation, benefits, and exit management. Workforce trends, including new hires and turnover, are monitored to ensure operational capacity and retention. Full-time employees receive statutory and additional benefits such as provident fund, employee state insurance, gratuity, paid leave, workplace insurance, and health and safety measures. Parental leave, including maternity benefits, is provided in accordance with Indian labor laws. These initiatives foster employee engagement, work-life balance, gender equity, and long-term retention while supporting organizational productivity.

Labor/Management Relations and Notice of Operational Changes (GRI 402)

PMPL fosters open and constructive labor-management relations, emphasizing transparent communication, trust, and collaboration. Regular interactions through meetings, briefings, and formal grievance mechanisms ensure employees are informed and engaged. Any significant operational changes, including workforce adjustments, shift modifications, or policy updates, are communicated in advance in accordance with legal and contractual obligations.



Departmental meetings, HR notifications, and other channels ensure preparedness and clarity. This approach supports operational stability, employee confidence, and engagement while enabling smooth transitions during organizational changes. Proactive communication strengthens labor-management collaboration and reinforces a positive workplace culture aligned with PMPL's values.

Occupational Health & Safety (GRI 403)

PMPL prioritizes occupational health and safety across all operations through a structured OH&S management system. Hazards are identified, risks assessed, and control measures implemented to prevent incidents. Safety policies, standard operating procedures, training programs, and emergency preparedness plans ensure readiness and compliance. Regular inspections, audits, and incident reporting facilitate continuous improvement. Employee participation is encouraged to strengthen the safety culture, while management oversight ensures accountability. By integrating proactive risk management, preventive measures, and safety awareness, PMPL demonstrates a commitment to protecting the health, safety, and well-being of all workers in its manufacturing and administrative operations.



Hazardous and Non-Hazardous Waste (OHS Perspective) (GRI 403-2)

PMPL manages hazardous and non-hazardous waste with a focus on worker safety and environmental compliance. Waste streams are properly labeled, segregated, and stored in designated areas. Personal protective equipment (PPE) and employee training reduce exposure risks. Handling procedures ensure safe collection, transport, and disposal, minimizing potential health hazards. Periodic audits and monitoring reinforce compliance with regulatory requirements. By combining procedural safeguards with staff awareness, PMPL effectively mitigates occupational risks associated with waste management. These practices protect employees, contractors, and the environment while maintaining operational efficiency and supporting a safe and compliant workplace.



Workers Covered by OH&S System (GRI 403-8)

All PMPL employees, including on-site contract workers, are encompassed under the company's occupational health and safety management system. Uniform safety rules, mandatory training, PPE usage, and emergency procedures apply across all operations. Coverage ensures consistent protection, risk mitigation, and adherence to regulatory requirements. Employee participation in safety programs and reporting mechanisms strengthens the workplace safety culture. Continuous monitoring, inspections, and management oversight ensure that preventive measures are effectively implemented. By providing comprehensive OH&S coverage, PMPL demonstrates its commitment to safeguarding the well-being of all personnel, minimizing occupational risks, and promoting a safe, compliant, and productive working environment.

Work-Related Injuries (GRI 403-9)

During the reporting period, PMPL recorded no significant work-related occupational illnesses. Preventive measures include ergonomic interventions, proper PPE usage, health awareness programs, and periodic medical check-ups. Monitoring of workplace conditions and early detection protocols enable prompt response to potential health risks. Employees receive guidance on safe work practices and access to medical support when required. By combining preventive strategies, monitoring, and health promotion, PMPL safeguards employee well-being and minimizes the occurrence of occupational illnesses. These practices ensure a safe, healthy, and productive workforce while reinforcing the company's commitment to long-term occupational health management.

Work-Related Ill Health (GRI 403-10)

PMPL invests in comprehensive employee training to enhance skills, safety awareness, operational efficiency, and ESG understanding. Programs include induction, job-specific technical training, safety, quality systems, leadership development, and skill upgrading initiatives. Training needs are identified through performance reviews, operational requirements, and employee feedback. Average training hours are tracked to ensure coverage and effectiveness. Periodic performance evaluations link learning outcomes to career development, fostering continuous growth and engagement. By integrating structured training, skill development, and performance assessment, PMPL strengthens workforce competence, supports employee career progression, and ensures that employees remain capable, productive, and aligned with organizational sustainability and operational goals.

Training, Education, and Employee Development (GRI 404)

PMPL invests in comprehensive employee training to enhance skills, safety awareness, operational efficiency, and ESG understanding. Programs include induction, job-specific technical training, safety, quality systems, leadership development, and skill upgrading initiatives. Training needs are identified through performance reviews, operational requirements, and employee feedback. Average training hours are tracked to ensure coverage and effectiveness. Periodic performance evaluations link learning outcomes to career development, fostering continuous growth and engagement. By integrating structured training, skill development, and performance assessment, PMPL strengthens workforce competence, supports employee career progression, and ensures that employees remain capable, productive, and aligned with organizational sustainability and operational goals.

Diversity, Equity, and Equal Compensation (GRI 405)

PMPL actively monitors workforce diversity, including gender representation across roles and governance levels, promoting inclusive participation and balanced representation. Policies and practices ensure equitable opportunities in recruitment, career progression, and decision-making, fostering a fair and inclusive workplace. Compensation structures are role-based and performance-linked, adhering to equal pay principles to prevent gender-based pay discrimination. Regular reviews of salary data and workforce composition support transparency and equity. By integrating diversity, inclusion, and fair compensation practices, PMPL strengthens employee engagement, workplace fairness, and governance standards, reinforcing its commitment to creating an equitable, respectful, and high-performing organizational culture.



Non-Discrimination and Incident Management (GRI 406)

PMPL enforces a zero-tolerance policy toward discrimination and harassment across all aspects of employment, including recruitment, training, career progression, and workplace conduct. Policies, awareness programs, and grievance redressal mechanisms ensure employees understand acceptable behavior and avenues for reporting concerns. During the reporting period, no substantiated incidents of discrimination were recorded. Any complaints received are promptly investigated, and corrective actions are implemented when necessary. By fostering an inclusive, respectful, and equitable workplace, PMPL reinforces employee trust, engagement, and well-being, demonstrating its commitment to fair treatment, ethical practices, and compliance with labor laws and organizational values.

Child Labor and Forced Labor Prevention (GRI 408 & 409)

PMPL maintains a strict zero-tolerance policy against child labor and forced or compulsory labor across all operations and the supply chain. Employment practices comply with Indian labor laws and international standards, including age verification at recruitment and contracts prohibiting coercive practices. Suppliers are required to adhere to labor laws through agreements, documentation, and self-declarations. Awareness is reinforced during onboarding and through supplier engagement. Monitoring mechanisms, grievance channels, and corrective actions ensure ethical labor practices. PMPL's operations are not considered at risk for child labor, and no incidents were reported during the reporting period

Forced or Compulsory Labor (GRI 409-1)

PMPL has identified no operations at risk of forced or compulsory labor. Employment across all facilities is voluntary, with wages paid regularly and on time, and employees retain full freedom of movement. Recruitment and employment practices comply with Indian labor laws and international labor standards. Supplier assessments include verification of legal and ethical labor practices, ensuring adherence throughout the supply chain. Monitoring mechanisms, grievance channels, and internal audits support early detection and prevention of any coercive practices. During the reporting period, no cases of forced or compulsory labor were reported, reflecting PMPL's commitment to ethical labor management.



Human Rights Assessment and Implementation (GRI 412)

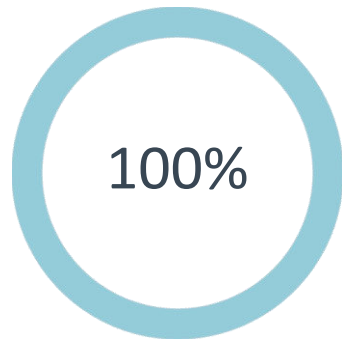


PMPL integrates human rights into governance, HR policies, and supplier management to ensure ethical and compliant operations. Periodic internal audits and management reviews assess adherence to human rights standards across all sites, including fair wages, non-discrimination, freedom of association, health and safety, and grievance mechanisms. Employees receive training through induction programs, policy dissemination, and management briefings to reinforce awareness and accountability. Supplier and contractor agreements include clauses on labor law compliance, human rights, and ethical conduct. These measures enable early risk identification, continuous improvement, and consistent enforcement, ensuring respect for human rights throughout PMPL's operations and supply chain.

Supplier Management, Customer Safety, and Data Protection

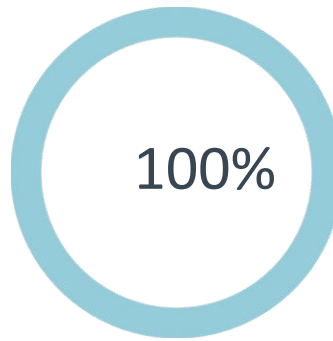
Local Communities and Community Impact (GRI 413)

PMPL engages with local communities primarily through local hiring, participation in industrial-area initiatives, and responsiveness to community concerns. While no formal CSR programs are mandated, the company contributes positively by providing employment opportunities and maintaining responsible operational practices. Regular monitoring and preventive controls ensure that operations do not cause significant negative impacts on surrounding communities. Compliance systems and proactive engagement help identify and mitigate potential risks, fostering trust and harmonious relationships. Through these measures, PMPL demonstrates its commitment to supporting community well-being, promoting social responsibility, and maintaining sustainable and mutually beneficial interactions with local stakeholders



Supplier Code Compliance

All targeted suppliers have signed the supplier code of conduct



Sustainability Assessment

All targeted suppliers covered by sustainability assessment and audit



Procurement Training

All buyers received training on sustainable procurement practices

Supplier Social Assessment and Compliance (GRI 414)

PMPL evaluates suppliers for social compliance, including labor practices, health and safety, ethical conduct, and adherence to legal requirements. New suppliers are screened through documentation, self-declarations, and verification of workforce and operational practices before onboarding. Continuous engagement with suppliers ensures monitoring, corrective action, and improvement where required. During the reporting period, no significant negative social impacts were identified within the supply chain; minor issues were addressed through follow-up and corrective measures. These practices mitigate social risks, promote responsible supplier behavior, and align the supply chain with PMPL's commitment to ethical, sustainable, and socially responsible operations.

Customer Health and Safety Management (GRI 416)

PMPL emphasizes customer health and safety by ensuring all products comply with quality, safety, and regulatory requirements. Product design controls, manufacturing inspections, and testing protocols assess and mitigate potential health and safety risks. Customer feedback mechanisms and corrective action processes support continuous improvement and product reliability. During the reporting period, no incidents of non-compliance affecting customer health or safety were recorded. By systematically evaluating product impacts, maintaining stringent quality controls, and addressing any issues proactively, PMPL ensures that its fabricated components are safe for intended use, fostering customer trust and demonstrating commitment to responsible product stewardship.

Information Security and Data Protection (GRI 418)

PMPL ensures the confidentiality, integrity, and availability of sensitive business and personal data through robust information security measures. Access controls, password policies, secure IT systems, and clearly defined employee responsibilities safeguard data against unauthorized use. Employees are regularly trained and made aware of data protection expectations, reinforcing accountability. Monitoring systems and preventive controls are in place to detect and mitigate potential risks. During the reporting period, no substantiated complaints or incidents of data breaches were reported. These proactive practices demonstrate PMPL's commitment to strong information security, regulatory compliance, and the protection of stakeholder information.



Socioeconomic Compliance and Legal Adherence (GRI 419)

PMPL ensures full compliance with applicable socioeconomic laws and regulations, encompassing labor, taxation, environmental, and corporate governance requirements. Compliance is maintained through regular internal audits, statutory filings, and management oversight, ensuring adherence to legal obligations and mitigating potential risks. The company implements policies, procedures, and monitoring systems to prevent violations and promote responsible business conduct. During the reporting period, no significant non-compliance cases were identified, and no material fines, penalties, or sanctions were imposed. These practices demonstrate PMPL's commitment to ethical operations, legal conformity, and sustainable socioeconomic performance, reinforcing trust with regulators, stakeholders, and the community.



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

KPI No	KPI	Unit	April 2024 - March 2025
KPI 1	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
KPI 2	Percentage of direct employees paid below living wage	Percentage	0
KPI 3	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
KPI 4	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
KPI 5	Number of hours worked	Hours	424320
KPI 6	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
KPI 7	Number of work-related accidents	Count	0
KPI 8	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.3
KPI 9	Average hours of training per employee	Hours	21
KPI 10	Percentage of women employed in the whole organization	Percentage	0
KPI 11	Percentage of women at top management level	Percentage	0
KPI 12	Percentage of women within the organization's board	Percentage	0
KPI 13	Average unadjusted gender pay gap	Percentage	0
KPI 14	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	0
KPI 15	Percentage of employees from a minority or vulnerable group at top management level	Percentage	0

<i>KPI No</i>	<i>KPI</i>	<i>Unit</i>	<i>April 2024 - March 2025</i>
KPI 16	Number of identified discrimination or harassment incidents or corrective actions	Count	0
KPI 17	Employee health and safety	Count	0
KPI 18	Working conditions	Percentage	100
KPI 19	Social dialogue	Count	12
KPI 20	Career management and training	Percentage	100
KPI 21	Child labor, forced labor, and human trafficking	Count	0
KPI 22	Discrimination and Harassment	Count	0
KPI 23	External stakeholder human rights	Count	0
KPI 24	Energy consumption and GHGs	kWh	188570
KPI 25	Water	Liters	452568
KPI 26	Biodiversity	Percentage	13
KPI 27	Air pollution	Index	26
KPI 28	Materials, chemicals, and waste	Liters	16571.94
KPI 29	Product use	Percentage	18
KPI 30	Product end-of-life	Count	41

<i>KPI No</i>	<i>KPI</i>	<i>Unit</i>	<i>April 2024 - March 2025</i>
KPI 31	Customer health and safety	Count	0
KPI 32	Environmental services and advocacy	Count	7
KPI 33	Total gross Scope 1 GHG emissions	MTCO ₂ e	6.43
KPI 34	Total gross Scope 2 GHG emissions (market or location based)	MTCO ₂ e	132
KPI 35	Total gross Scope 3 GHG emissions	MTCO ₂ e	79.85
KPI 36	Total gross Scope 3 Downstream GHG emissions	MTCO ₂ e	17.62
KPI 37	Total gross Scope 3 Upstream GHG emissions	MTCO ₂ e	62.23
KPI 38	Total energy consumption	kWh	188570
KPI 39	Total renewable energy consumption	kWh	0
KPI 40	Total water consumption	Liters	565710
KPI 41	Total amount of water recycled and reused	Liters	141427.5
KPI 42	Total weight of air pollutants	Metric Tons	0.52
KPI 43	Total weight of hazardous waste	Kgs	2439.5
KPI 44	Total weight of non-hazardous waste	Kgs	45636.5
KPI 45	Total weight of waste recovered	Kgs	13690.95

<i>KPI No</i>	<i>KPI</i>	<i>Unit</i>	<i>April 2024 - March 2025</i>
KPI 46	Percentage of employees trained on business ethics	Percentage	100
KPI 47	Number of reports related to whistleblower procedure	Count	0
KPI 48	Number of confirmed corruption incidents	Count	0
KPI 49	Number of confirmed information security incidents	Count	0
KPI 50	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
KPI 51	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
KPI 52	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
KPI 53	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
KPI 54	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
KPI 55	Percentage or number of audited or assessed suppliers engaged in corrective actions.	Percentage	100

KPIs



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 ISO 17029:2019. The assurance engagement covered a Type 2 & High Assurance of the information and data disclosed within this report.

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

Name of Assurance Provider: BMQR Certifications Pvt Ltd,

Standard Used : ISO 17029:2019 and GRI

Type of Assurance : Type 2 & High Assurance

Web URL : 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 : 