



MEHTA PRESSING

S-116/1 M.I.D.C. BHOSARI, PUNE - 411 026, MAHARASTRA, INDIA.

CORPORATE SUSTAINABILITY REPORT

01st April, 2024 to 31st March, 2025



Form No: MP/ESG/F-230

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PREPARED BY

REVIEWED BY

APPROVED BY

MRS. BHAGYASHREE
HR & ADMIN

MR. PUSHPAK DHAKANE
SYSTEM CO ORDINATOR

MR. SHUBHAM MEHTA
DIRECTOR OPERATIONS

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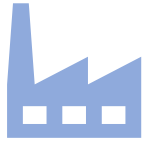
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MEHTA PRESSING



COMPANY OVERVIEW AND STRENGTHS



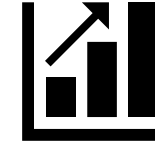
Operations spread
across 4 units
100% In-house
manufacturing capability



Proven Legacy with
30+ years of
experience in the
industry



Serving 6+ countries
worldwide



23+ Million USD
Annual Turnover



Monthly buying of over 800 tons
(thickness 0.3–20mm) material
Cold Rolled, Hot Rolled, Galvanised,
Aluminium, Stainless Steel, and
High Strength materials.



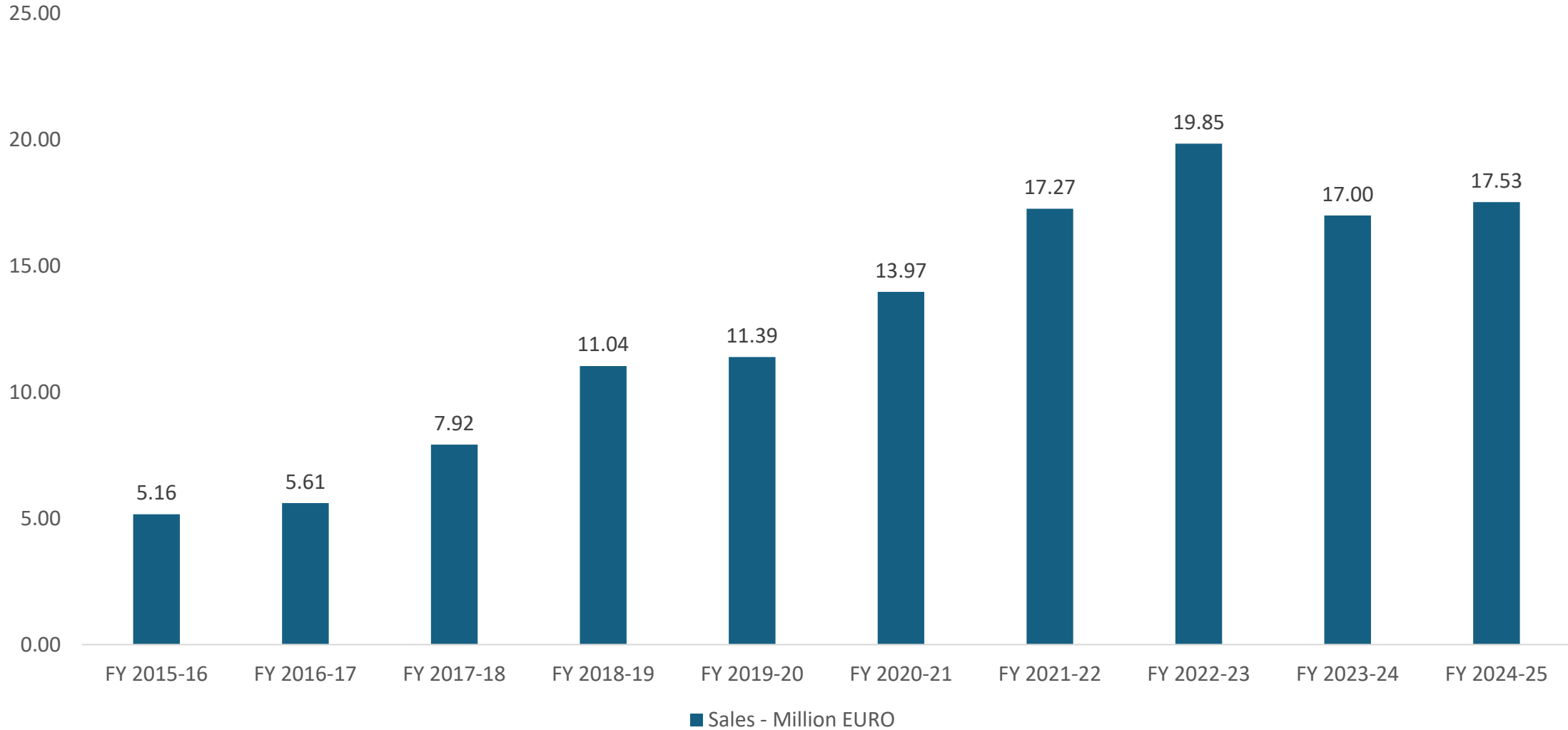
Speedy development of Proto
Parts & Initial Build Samples
In-house design &
manufacturing of Welding
Assembly & Fixtures



Warehouse Facilities in
Iowa, Missouri USA and
Central India
Operations Team well
equipped with Warehouse
Integration

OUR GROWTH

Sales - Million EURO



Conversion EUR 1 = INR 100

Message from the Managing Director



At Mehta Pressings, sustainability is a core element of our business strategy and long-term vision. Since our establishment in 1994, we have continuously evolved as a trusted sheet metal engineering and manufacturing company serving the engineering and mobility sectors. Our operations—ranging from stamping, welding, powder coating, and machining—are supported by advanced manufacturing technologies, a skilled workforce, and globally recognized quality systems. While we remain committed to operational excellence and customer satisfaction, we equally recognize our responsibility to protect the environment and contribute to global climate goals.

This Greenhouse Gas (GHG) Emissions Report, prepared in accordance with ISO 14064-1 and the GHG Protocol, reflects our commitment to transparency, accountability, and responsible environmental stewardship. By systematically identifying, quantifying, and reporting our emissions, we aim to understand the environmental impacts of our operations and implement meaningful strategies to reduce them.

Climate change is one of the most pressing global challenges of our time. Industries across the world are increasingly expected to measure and manage their carbon footprint. At Mehta Pressings, we view this not only as a compliance requirement but also as an opportunity to improve efficiency, innovate processes, and strengthen our contribution to sustainable industrial development.

Through this report, we have established a structured framework to measure emissions across Scope 1 (Direct Emissions), Scope 2 (Indirect Energy Emissions), and Scope 3 (Other Indirect Emissions). This comprehensive approach allows us to evaluate emissions from fuel consumption, electricity use, transportation, waste management, and other operational activities. The results provide valuable insights into our emission sources and highlight areas where targeted reduction initiatives can create measurable environmental benefits.

Our ESG journey is guided by the principles of continuous improvement and responsible resource management. Over the years, we have implemented several initiatives to improve energy efficiency and reduce environmental impacts. These include optimizing manufacturing processes, maintaining energy-efficient equipment, implementing waste reduction practices, and encouraging responsible consumption of resources. We are also actively exploring opportunities to increase the use of renewable energy, improve supply chain sustainability, and strengthen environmental awareness among employees and partners.

Equally important is the collaboration with our stakeholders—customers, suppliers, employees, and communities—who play a vital role in achieving our sustainability goals. By integrating ESG principles into our operations, we aim to create long-term value while contributing positively to society and the environment.

This report marks an important milestone in our sustainability journey. It establishes a baseline for measuring our carbon footprint and provides a foundation for future improvement initiatives. Moving forward, Mehta Pressings will continue to strengthen its environmental management practices, set measurable emission reduction targets, and align its operations with global sustainability expectations.

I would like to thank our employees, partners, and stakeholders for their continued support and commitment to responsible business practices. Together, we will continue working towards building a more sustainable and resilient future.

Managing Director
Mehta Pressings Pvt. Ltd.



About Us



Established in 1994, Mehta Pressings has grown into a trusted and renowned sheet metal engineering and manufacturing company in India. With decades of experience in the industry, the company specializes in the manufacturing and supply of high-quality sheet metal components and fabricated assemblies for the engineering and mobility sectors. Over the years, Mehta Pressings has built a strong reputation for delivering reliable products, maintaining consistent quality standards, and meeting customer expectations through innovation and operational excellence.

Our manufacturing facilities are equipped with advanced infrastructure and modern technologies that support a wide range of processes, including stamping, welding, powder coating, machining, and precision fabrication. These capabilities allow us to manufacture complex components with high accuracy while maintaining efficiency and cost effectiveness. Continuous investment in modern equipment and process improvements enables us to maintain globally recognized manufacturing standards and remain competitive in a rapidly evolving industrial environment.

A key strength of Mehta Pressings lies in its team of skilled professionals who bring expertise in engineering, production management, procurement, and quality assurance. Their commitment to excellence ensures that every stage of the manufacturing process—from raw material sourcing to final product delivery—is executed with precision and reliability.

Customer satisfaction is central to our operations. By focusing on on-time delivery, superior product quality, and responsive service, we have developed long-term partnerships with customers across various industries. Our robust supply chain management and strong process controls enable us to consistently meet stringent customer requirements.

In addition to operational excellence, Mehta Pressings is committed to responsible and sustainable business practices. The company integrates Environmental, Social, and Governance (ESG) principles into its operations by promoting resource efficiency, environmental protection, and ethical business conduct.

Through innovation, strong technical capabilities, and a commitment to sustainability, Mehta Pressings continues to strengthen its position as a reliable partner in the global engineering and manufacturing sector.



Vission & Mission

“Become a world-class sheet metal supplier to fulfill all customer requirements from various sectors under one roof.”

&

- To prepare ourselves to supply world-class quality products to customers and Interested Parties.
- Maintain our quality system at a benchmark level.
- Advanced manufacturing facility.
- Upgrade Tool Room facility with the latest technology machines.
- Corporate Social Responsibilities and Meet Interested Parties Requirements.
- Safe & Healthy Environments

Statement of Use (GRI 1-5)

This Report Is Prepared In Accordance With GRI Standards (2021).



Introduction to the Sustainability Report



This Sustainability Report presents the environmental performance and greenhouse gas (GHG) emissions profile of Mehta Pressings, a leading manufacturer of sheet metal components and fabricated assemblies serving the engineering and mobility sectors. The report has been prepared to communicate the organization's commitment to responsible environmental management, transparency, and continuous improvement in sustainability practices.

As industries across the globe face increasing pressure to address climate change and reduce environmental impacts, organizations are expected to measure, manage, and report their greenhouse gas emissions in a structured and transparent manner. In response to these expectations, Mehta Pressings has undertaken a comprehensive assessment of its emissions in alignment with internationally recognized frameworks such as ISO 14064-1 and the Greenhouse Gas Protocol. These standards provide guidance for the quantification, monitoring, and reporting of GHG emissions at the organizational level.

The purpose of this report is to establish a clear baseline of greenhouse gas emissions generated from the company's operations and to identify key sources of emissions across different operational boundaries. The assessment includes emissions categorized under Scope 1 (direct emissions from owned or controlled sources), Scope 2 (indirect emissions from purchased electricity), and relevant Scope 3 emissions (other indirect emissions across the value chain). By evaluating these emission sources, Mehta Pressings aims to better understand its environmental footprint and develop effective strategies to reduce emissions over time.

This report is intended for a wide range of stakeholders, including customers, business partners, regulatory bodies, investors, and internal management teams. It demonstrates the company's commitment to integrating Environmental, Social, and Governance (ESG) principles into its operations while meeting the growing expectations for responsible manufacturing practices.

In addition to presenting emission data and calculation methodologies, the report also highlights key sustainability initiatives undertaken by the company to improve energy efficiency, reduce waste, and optimize resource utilization. Through this Sustainability Report, Mehta Pressings reaffirms its commitment to building a more sustainable manufacturing ecosystem while supporting global efforts to mitigate climate change and promote environmentally responsible industrial development.

Mehta Pressings Sustainability Report outlines emissions, ESG initiatives, environmental responsibility.

OUR MANUFACTURING PLANTS



MEHTA PRESSING UNIT I – PUNE (1994)

Plot Area	Factory Area	Office Area	Open Area
8800 Sq Ft	5500 Sq Ft	500 Sq Ft	2000 Sq Ft

Dedicated for Welding & Fabrication



MEHTA PRESSING UNIT-II (MAIN OFFICE)

S116/1, MIDC, Bhosari, Pimpri Chinchwad, Maharashtra 411026

Dedicated for design, engineering, and manufacturing of precision sheet metal components, press tools, and fabricated assemblies.

OUR MANUFACTURING PLANTS



MEHTA PRESSING UNIT III – PUNE (2008)

Plot Area	Factory Area	Office Area	Open Area
36000 Sq Ft	25000 Sq Ft	4000 Sq Ft	9000 Sq Ft

Dedicated for Admin, Press Shop, Tool Shop & Assembly



MEHTA PRESSING UNIT IV – PUNE (2023)

Plot Area	Factory Area	Office Area	Open Area
47000 Sq Ft	59000 Sq Ft	7000 Sq Ft	28000 Sq Ft

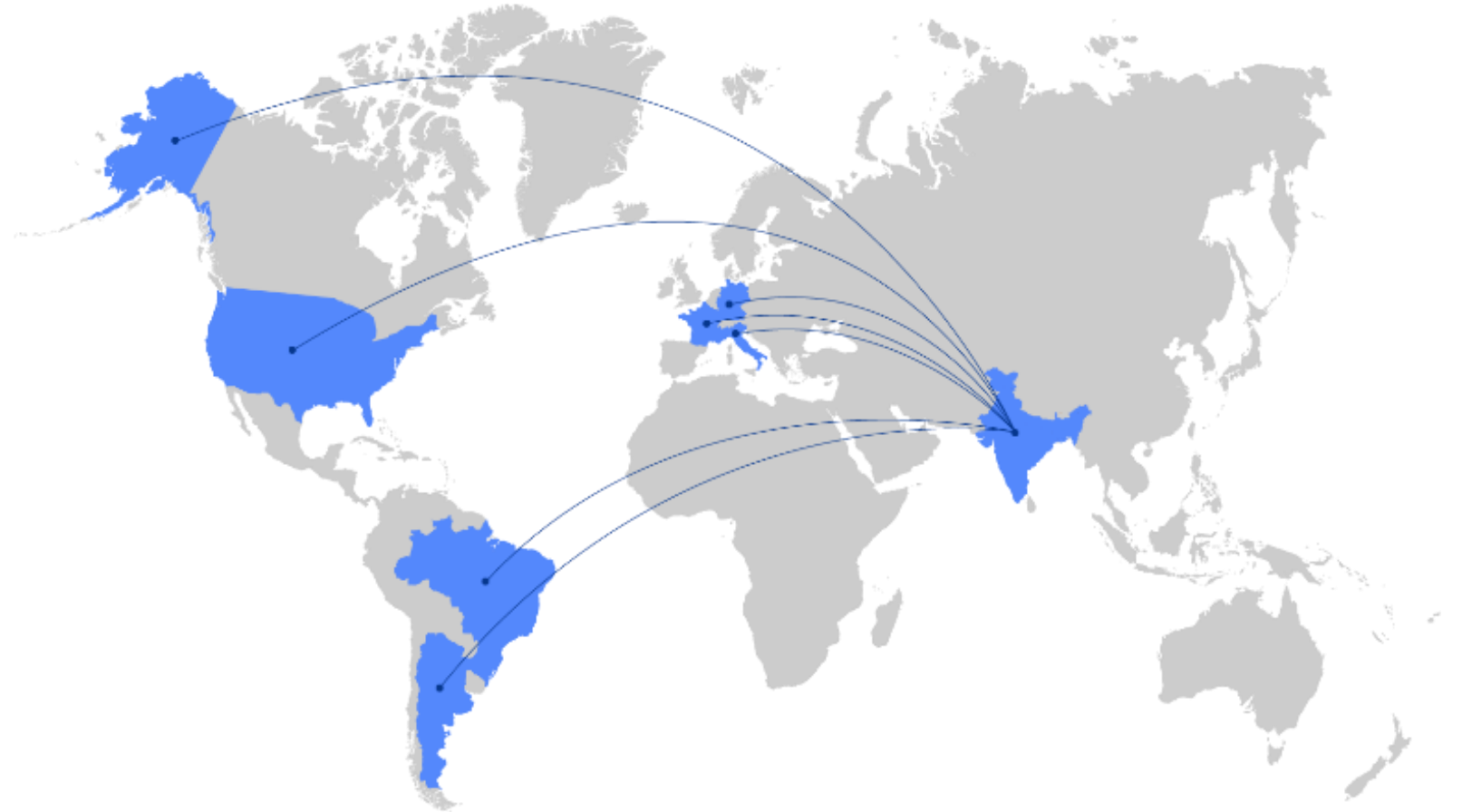
Dedicated Laser Cutting, CNC Press Break, ED + Top Coat, Rod Bending

OUR CUSTOMERS & GLOBAL PRESENCE

SIEMENS

JOHN DEERE

Whirlpool



AWARDS



IATF Certification Achievement

Mehta Pressing has successfully achieved IATF 16949 certification, demonstrating compliance with global automotive quality management standards. The certification, valid from 25 September 2024 to 24 September 2027, confirms adherence to customer-specific requirements and manufacturing excellence in sheet metal components and fabricated assemblies, strengthening credibility and operational reliability.

Bureau Veritas Certification



Certificate of Approval
 AWARDED TO
Mehta Pressing
 S-116/1, M.I.D.C., Bhosari, Pune - 411 026, Maharashtra, India
 IATF USI: YX9RZ6

Extended site(s) : Page 2 to 2

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

IATF 16949 - FIRST EDITION
 and the applicable customer specific requirements



SCOPE
 Manufacturing
PERMITTED EXCLUSION(S)
 8.3 - Design and development of products and services
PRODUCT(S) DELIVERED
 Sheet Metal Components and Fabricated Assemblies

Date Of Certification: 25 September 2024
 Date Of Expiration: 24 September 2027
 IATF Certificate N°: 0547074
 Bureau Veritas Certification Certificate No: IN048591 - IATF Revision: 1

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
 (The official document is in English. Any translations of this document shall be used for reference only.)



Bureau Veritas Certification




Appendix to the Certificate of Approval

AWARDED TO
Mehta Pressing
 S-116/1, M.I.D.C., Bhosari, Pune - 411 026, Maharashtra, INDIA
 IATF USI: YX9RZ6

EXTENDED SITE(S)

NAME	ADDRESS
MEHTA PRESSING	J-530, M.I.D.C., BHOSARI, Pune - 411 026, Maharashtra, India IATF USI: GX9WMP



Date Of Certification: 25 September 2024
 Date Of Expiration: 24 September 2027
 IATF Certificate N°: 0547074
 Bureau Veritas Certification Certificate No: IN048591 - IATF Revision: 1

For Bureau Veritas Certification Holding, Tour ALTO, 4 place des saisons, 92400 COURBEVOIE - France
 (The official document is in English. Any translations of this document shall be used for reference only.)



ISO CERTIFICATIONS

Mehta Pressings is certified under ISO 14001:2015 Environmental Management System, demonstrating its commitment to environmental protection and sustainable manufacturing practices. The certification confirms that the company systematically manages environmental aspects, complies with regulatory requirements, and continually improves environmental performance through resource efficiency, pollution prevention, waste management, and regular environmental monitoring.

Bureau Veritas Certification



MEHTA PRESSING



S-116/1 M.I.D.C. BHOSARI, PUNE - 411 026, MAHARASHTRA, INDIA.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 14001:2015

Scope of certification

Manufacturing and Supply of Sheet Metal Components & Fabricated Assemblies.

Original cycle start date: 08 March 2024
 Expiry date of previous cycle: Not Applicable
 Certification Audit date: 04 December 2023
 Certification cycle start date: 08 March 2024

Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: 07 March 2027

Certificate No. IND.24.1567/EM/U Version: 1 Issue date: 08 March 2024

J. Manjiv

For certificate authenticity, click here <https://certcheck.ukas.com/>

Signed on behalf of BVCH SAS UK Branch
Jagdish N. MANJIV
 Director – CERTIFICATION, South Asia
 Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 66 Praeger Street, London, E1 1WQ, United Kingdom

Local office: Bureau Veritas (India) Private Limited (Certification Business)
 72 Business Park, MIDC Industrial Area, MIDC Cross Road "C",
 Acheri (East), Mumbai – 400 093, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
 To check the certificate validity please call + 91 22 6274 2000.



Bureau Veritas Certification



MEHTA PRESSING



S-116/1, M.I.D.C., BHOSARI, PUNE – 411 026, MAHARASHTRA, INDIA.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 9001:2015

Scope of certification

Manufacturing of Sheet Metal Components and Fabricated Assemblies

Original cycle start date: 14 October 2024
 Certification cycle start date: 14 October 2024

Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: 24 September 2027

Certificate No. IND.24.31/QM/U Version: 1 Issue date: 14 October 2024

J. Manjiv

For certificate authenticity, click here <https://certcheck.ukas.com/>

Signed on behalf of BVCH SAS UK Branch
Jagdish N. MANJIV
 Director – CERTIFICATION, South Asia
 Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3P 6DL, United Kingdom

Local office: Bureau Veritas (India) Private Limited (Certification Business)
 72 Business Park, MIDC Industrial Area, MIDC Cross Road "C",
 Acheri (East), Mumbai – 400 093, India.

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 To check the certificate validity please call + 91 22 6274 2000.



PRODUCT SEGMENTS



Agriculture & Harvest



Automobile



Diesel Engines



Household Equipment



Electrical & Industrial Applications

OUR FACILITY



OFFICE FLOOR



SHOP FLOOR



MATERIAL STORAGE



RAW MATERIAL STORAGE AREA

MANUFACTURING CAPABILITIES



PRESSING



ROBOTIC WELDING



POWDER COATING



ASSEMBLY



LASER CUTTING

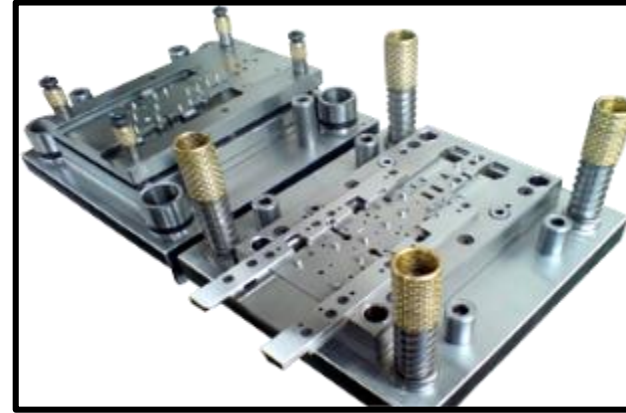


CNC BENDING

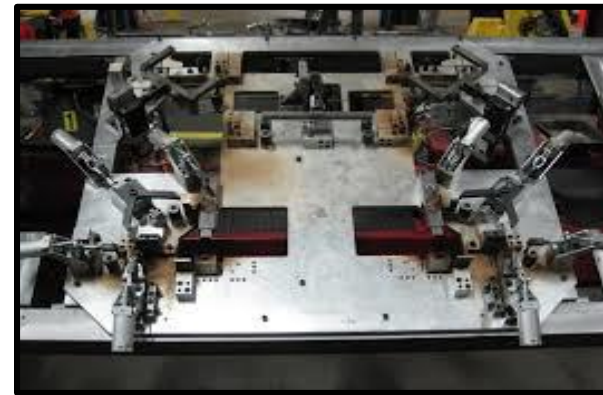
MANUFACTURING CAPABILITIES



TOOL SHOP



PRESS TOOLS



WELDING FIXTURES



INSPECTION FIXTURES

TESTING CAPABILITIES



**HEXAGON ROMER ABSOLUTE
ARM WITH SCANNER**



**STERO MICROSCOPE
ZEISS Stemi508**



**2D HEIGHT MASTER OPTIMA ADVANCE
& ROCK WELL HARDNESS TESTER**



ELCO METER



CROSSCUT TESTER WITH TAPE



LAB PRE-TREATMENT CHEMICALS



IMPACT TESTER



DFT METER



DIGITAL GLOSS METER 20° & 60 °



PH METER

LIST OF MACHINERY

SR. NO.	TYPE OF MACHINE	CAPACITY	QUANTITY
1	Robotic Welding Machine- ABB	IRB 1410/5 Kgs, 1440 MM	1 No.
2	Hydraulic Press	100 Ton To 300 Ton	2 Nos.
3	Power Press (Pneumatic)	100 Ton To 630 Ton	11 Nos.
4	Power Press (Mechanical)	100 Ton to 250 Ton	7 No.
5	SPM Hydraulic Power Press	80 Bar.	4 Nos.
6	Shearing Machine	4.0 Thk x 1500 mm wide	1 No.
7	Projection Welding Machine	5 to 8 KVA	7 No.
8	Co 2 Welding Machine	330 Amp-400 Amp	42 Nos.
9	Spot Welding	50 KVA-70 KVA	3 Nos.
10	Re-Tapping Machine	1 "Capacity & 6 mm	4 Nos.
11	Stud Welding Machine (Nash Robotics Nasik)	M12 Stud	1 No.
12	Laser Cutting	3000 Series 4 KW	1 No.
13	CNC Press Break	220 Ton	1 No.

LIST OF MACHINERY ~ TOOLROOM

SR.NO	TYPE OF MACHINE	CAPACITY	QUANTITY
1	Surface Grinder	Bed Size (700 x 300)	1 No.
2	Drilling Machine	Drill Size - Dia 25	1 No.
3	Drilling Machine	Drill Size - Dia 32	1 No.
4	Jig Boring (Sip Machine)	Bed Size (500 x 700)	1 No.
5	M1 TR Machine	Bed Size (300 x 1000)	1 No.
6	Milling Machine	No-3	1 No.
7	Broach Cutter	22 Tapping & 20 MM drilling Capacity	1 No.



CONTROL SUPPORT (14 TYPES)



FOOTSTEPS (5 TYPES)



WAGON HITCH (2 TYPES)



FAN & FINGER GUARDS (20+ TYPES)





PTO SHIELD (8 TYPES)



PANEL, LID REAR



BRACKET TILT DOWN PRESSURE VALVE



PLATE



FUEL TANK SUPPORT (2 TYPES)



RADIATOR SUPPORT (20+ TYPES)



BATTERY PLATE (2 TYPES)



TOOLBOX (2 TYPES)

DIESEL ENGINES ~ PRODUCT PORTFOLIO



OIL SUMP



ASSEMBLY BIG BLACK BOX



BLOWER DUCT (5 TYPES)



HOT PLATE



PARTING SHEET (6 TYPES)



ENGINE BRACKET



COOLING AIR DUCT



EMBOSSSED BRACKET



FRONT RAIL PANELS



CENTER RAIL



EXPORT FRONT RAIL



COMPRESSOR MOUNTING PLATE



DOOR HINGES – BOTTOM, CENTER & TOP



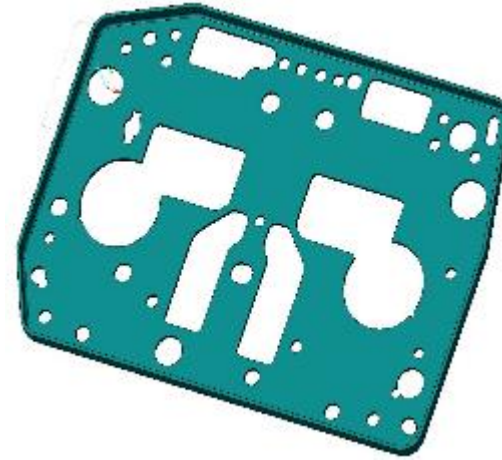
ELECTRICAL ~ PRODUCT PORTFOLIO



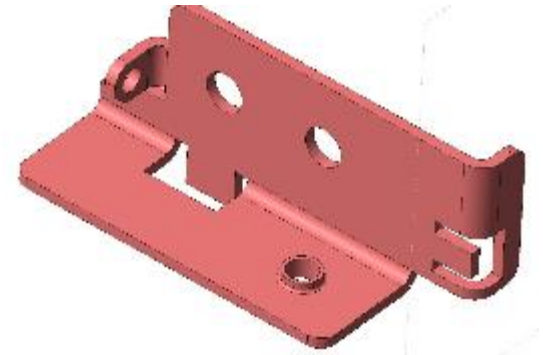
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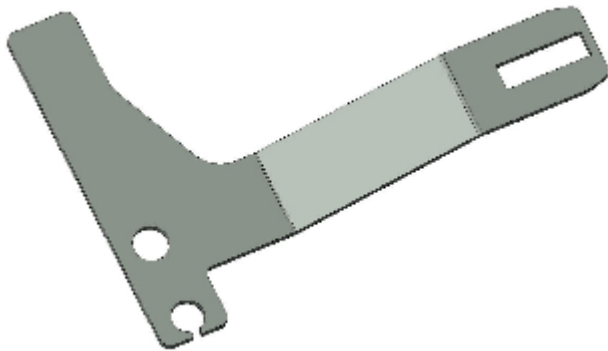
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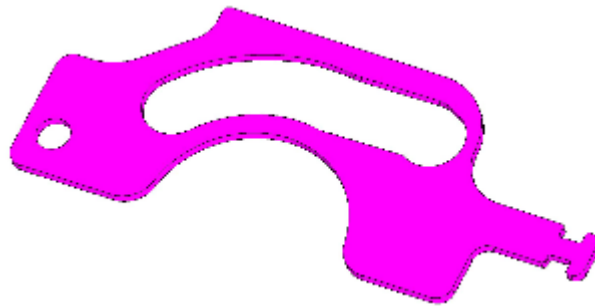
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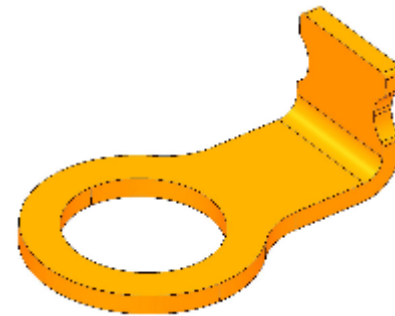
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AUTOMOBILE, ELECTRICAL ~ PRODUCT PORTFOLIO



BACK BEARING PLATE



FRONT BEARING PLATE



BOTTOM PLATE



TOP PLATE



BRACKETS



CORE PLUG (14 TYPES)



BRACKET



STAY ROD (4 TYPES)

PACKAGING STANDARDS



SUSTAINABILITY STRATEGY

Secured Eco Vadis Silver Medal with 88th Percentile

Environmental ISO14001 Certified

Utilizing Solar Power generated electricity 30 %

Achieve 95% recyclable product content

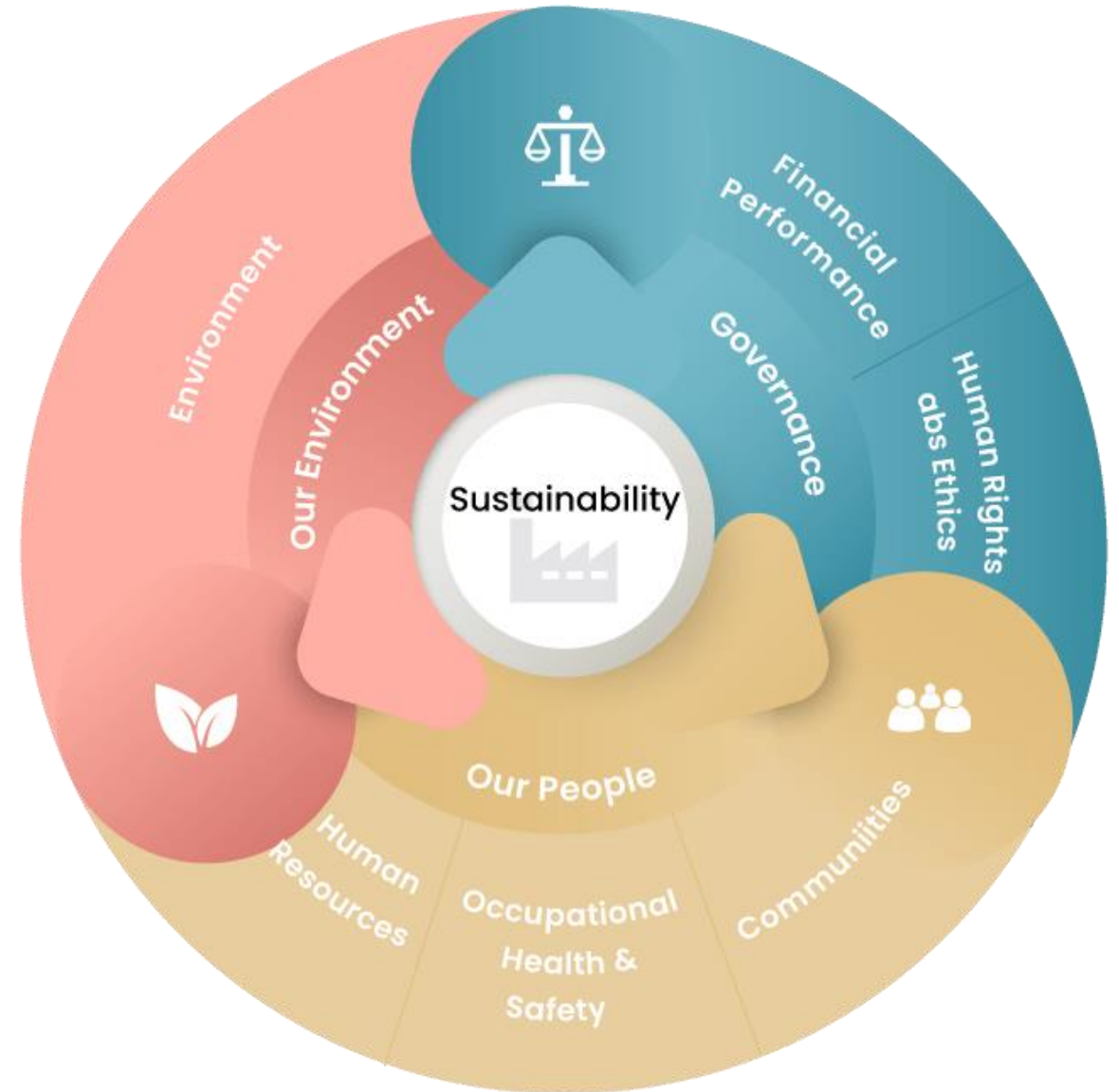
Optimization of production processes & techniques

Producing less pollution ,emission & waste

Reducing 25 % plastic packaging material- Target 2024-25

Improve Raw material Utilization 2% every Year

Maintain Safe and Healthy Working Environment



SUSTAINABILITY STRATEGY



Solar Power Generation System With Capacity Of 137 KW Has Been Installed in FY 2018-19



- **CSR ACTIVITY**
- **Activity was conducted at Zillah parishad school Navhi ,Taluka- Bhor, District -Pune**
- **School essentials were distributed by Mehta Pressing on 16.06.2025**

- Activity was conducted at Zilla Parishad Prathamik shalla ,Agarwadi Chakan,Taluka khed , District –Pune.
- School essentials were distributed by Mehta Pressing on 12.08.2025



DIVERSITY EQUALITY INCLUSION (DEI) INITIATIVES



Workforce Diversity



Equal Opportunity Programs



Supplier Diversity



Inclusive Policies



Training and Awareness Programs



ADDING CAPACITY 2025-2026



**POWER PRESS 630 MTON ISGEC MAKE
INSTALLED AND COMMISSIONED**



OTC 400 ~ 15 MACHINES



350 MTON PNEUMATIC PRESS



4KW 3000 SERIES TRUMPF SWISS MAKE



220 MT, 3.2MM WIDE GIZELIS MAKE CNC PRESS BREAK

ADDING CAPACITY 2026-2027



SPECTROMETER



EDDY CURRENT TESTING



ULTRASONIC



MILIPORE TEST



SALT SPRAY TEST

FUTURE PLANNING 2026-2027



WELDING ROBOT 2 NOS



20 KVA PROJECTION MACHINE



ISO 45001 CERTIFICATION

NEW FACILITY - UNIT IV



MEHTA PRESSING IV FACILITY IN PUNE

- Built up Area- 59000 Sq. ft (Two Storey)
- Dedicated Facility for Export
- Expand Production Capacity
- Enhance Operational Efficiency
- Increase Available Space
- Support Business Expansion and Meet Customer Demand
- Implement a new Manufacturing Process
- Minimize Risks
- Utilize Advanced Technology
- Ensure Sustainability and Regulatory Compliance

UPCOMING FACILITY DEWAS - UNIT V



MEHTA PRESSING V FACILITY IN DEWAS

- Built up Area- 1,00,000 Sq. ft
- Dedicated Facility to support Central India Customer base
- Customization Requirements
- Logistics Optimization
- Support Business Expansion and Meet Customer Demand
- Supply Chain Stability
- Cost sharing & Efficiency
- Collaborative Innovation
- Dedicated Production Lines
- Ensure Sustainability and Regulatory Compliance

PRODUCTION CAPABILITIES & UPGRADES



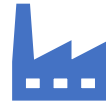
2000 MT total capacity for Stamping & Fabrication, 800 MT utilized, 60% spare.



Mild steel (HR, CR), High strength steel (S355 MC, S700 MC, S600 MC, S550, QSTE690), Galvanized, Aluminium, stainless steel.



CED + Powder Coating 900,000 sq ft total capacity, 400,000 sq ft utilized, 56% spare.



300% Factory space capacity increase with two new factories



35% (150 MT) Laser Cutting capacity increase with new machines



Rod Bending commodity is added for our domestic supply.



Multicolor & different gloss coating planned in new plant



Tushar H Mehta
CEO & Founder

Mobile : +91 9850958822

Email : tmehta@mehtapressing.com

ceo@mehtapressing.com

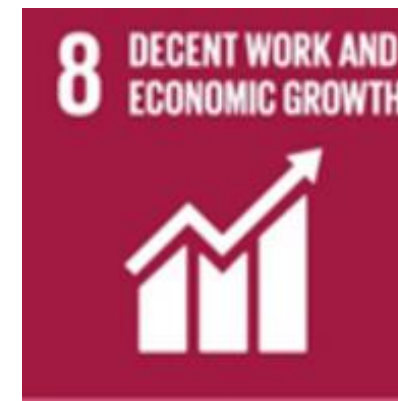
Web-site: www.mehtapressing.com

*We believe in Sustained
relationships.....*



..... and looking forward to having a long-term relationship with you .

Alignment to Sustainable Development Goals





Organizational Details (GRI 2-1)

Legal Name: MEHTA PRESSING

Mehta Pressing Unit-I

J530, MIDC, Bhosari, Pimpri Chinchwad, Maharashtra 411026

Mehta Pressing Unit-II (Main Office)

S116/1, MIDC, Bhosari, Pimpri Chinchwad, Maharashtra 411026

Mehta Pressing Unit-III

BG117, MIDC, Bhosari, Pimpri Chinchwad, Maharashtra 411026

Mehta Pressing Unit-IV

Plot Area 47000 Sq Ft Factory Area 59000 Sq Ft Office Area 7000 Sq Ft
Open Area 28000 Sq Ft

Country of Operation: India

The reporting period is from

01st April, 2024 to 31st March, 2025

GRI 2: General Disclosures 2021

Mehta Pressings provides transparent and comprehensive disclosures aligned with General Disclosures 2021, covering organizational profile, governance, strategy, ethics, and stakeholder engagement. The company operates a manufacturing facility in Pune, India, producing sheet metal components for industrial sectors. Governance is led by top management and an ESG committee ensuring accountability and compliance. Ethical practices include anti-corruption policies and grievance mechanisms. Stakeholder engagement involves customers, suppliers, employees, and regulators. The organization reports annually, ensuring accuracy, completeness, and consistency in ESG data, supporting informed decision-making and demonstrating commitment to sustainability and responsible business practices.

GRI 2-1: Organizational Details

Mehta Pressings is a Pune-based manufacturer specializing in sheet metal components and fabricated assemblies. The organization operates a single manufacturing facility under an operational control approach, covering all ESG-relevant activities. Its value chain includes procurement of steel, fabrication, assembly, and distribution to OEM customers. With approximately 150 employees, the company integrates ESG principles into its operations, ensuring responsible manufacturing, stakeholder value creation, and alignment with sustainability standards across environmental, social, and governance dimensions.

GRI 2-9: Governance Structure and Composition

The governance framework at Mehta Pressings is built on accountability, ethical conduct, and regulatory compliance. Structured procedures such as Operational Control Procedures (OCP), internal audits, and preventive maintenance systems ensure disciplined operations. Management oversees ESG performance, risk mitigation, and policy implementation. Decision-making processes emphasize transparency and continuous improvement. Governance systems also include cybersecurity controls, supplier management frameworks, and compliance monitoring, ensuring responsible business conduct and long-term sustainability aligned with ESG commitments.

GRI 2-29: Approach to Stakeholder Engagement

Mehta Pressings engages stakeholders including employees, suppliers, customers, and local communities through structured communication and feedback mechanisms. Regular meetings, training programs, supplier assessments, and customer interactions help identify expectations and sustainability priorities. ESG topics such as emissions reduction, workplace safety, and ethical sourcing are addressed collaboratively. Stakeholder inputs support decision-making, risk management, and continuous improvement, ensuring alignment with business objectives and sustainability commitments.

GRI 2-30: Structured Social Dialogue

Mehta Pressings promotes structured social dialogue through regular worker-management meetings, grievance redressal mechanisms, and open communication channels. Employee feedback is encouraged via suggestion systems and safety committees. The company ensures fair representation, supports collective discussions, and fosters a transparent workplace culture, strengthening trust, collaboration, and employee well-being across all operational levels.



GRI 3: Material Topics

Mehta Pressings identifies material topics through structured assessments considering environmental, social, and governance impacts along with stakeholder expectations. Key material topics include energy consumption, greenhouse gas emissions, water management, waste and hazardous material handling, occupational health and safety, employee welfare, and ethical business practices. Supply chain sustainability, responsible sourcing, and regulatory compliance are also prioritized. These topics are evaluated based on their significance to business operations and stakeholder influence. Continuous monitoring, stakeholder engagement, and internal reviews ensure that material topics remain relevant, enabling the company to focus on high-impact areas and drive sustainable performance improvements.

GRI 3-1: Process for Identifying Sustainability-Related Impacts Across the Value Chain

Mehta Pressings identifies sustainability impacts through value chain mapping, covering upstream (steel procurement, logistics) and downstream activities. Assessments consider environmental, social, and economic risks, supported by stakeholder inputs, ESG audits, and data analysis to prioritize significant impacts and improvement actions.

GRI 3-2: List of Material Topics Relevant to the Organization

Key material topics include energy consumption, greenhouse gas emissions, water management, waste generation, occupational health and safety, employee welfare, ethical business practices, and sustainable procurement, focusing on high-impact areas such as Scope 3 emissions and resource efficiency across operations and supply chain.



GRI 3-3: Management Approach for Material Topics

Mehta Pressings manages material topics through defined policies, ESG targets, and operational controls. Responsibilities are assigned to departments, with performance monitored through KPIs, audits, and reviews. Continuous improvement initiatives ensure effective risk mitigation, regulatory compliance, and alignment with sustainability objectives across operations and the value chain.

Most Important Environment Topics

1. Renewable Energy Adoption
2. Resource Efficiency in Manufacturing Processes
3. Industrial Effluent & Wastewater Treatment
4. Packaging Material Reduction & Recycling
5. Transportation & Logistics Emissions
6. Product Lifecycle Environmental Impact
7. Pollution Prevention & Control Measures
8. Green Supply Chain Management
9. Climate Change Risk & Adaptation
10. Environmental Awareness & Employee Training

Most Important Social Topics

1. Employee Benefits & Welfare Programs
2. Equal Opportunity Employment
3. Workplace Culture & Employee Satisfaction
4. Responsible Supplier & Vendor Practices
5. Human Rights Protection in Operations & Supply Chain
6. Workplace Communication & Transparency
7. Employee Participation & Feedback Mechanisms
8. Support for Technical Education & Skill Development in Communities
9. Emergency Preparedness & Worker Safety Awareness
10. Community Engagement & Local Development

Most Important Governance Topics

1. Stakeholder Engagement & Transparency
2. ESG Policy Implementation & Monitoring
3. Ethical Procurement & Supplier Governance
4. Conflict of Interest Management
5. Business Continuity & Crisis Management
6. Compliance Training & Awareness Programs
7. Board Diversity & Independence
8. Responsible Tax Practices
9. Corporate Policies & Governance Frameworks
10. Monitoring & Evaluation of Sustainability Performance

Governance



GRI 201: Economic Performance

Mehta Pressings demonstrates stable economic performance through efficient manufacturing operations, cost optimization, and integration of ESG principles into business strategy. Investments in energy efficiency, renewable energy, and process optimization support long-term financial resilience while reducing operational costs. The company allocates budgets for sustainability initiatives such as solar installation, digital carbon tracking, and supplier engagement programs. By improving resource efficiency and reducing emissions, Mehta Pressings mitigates climate-related financial risks. Its focus on sustainable growth, responsible procurement, and operational excellence ensures continued value creation for stakeholders while aligning economic performance with environmental and social responsibilities.

GRI 201-1: Direct Economic Value Generated and Distributed

Mehta Pressings generates economic value through the manufacturing and supply of sheet metal components to automotive and industrial sectors. The economic value generated is distributed across key stakeholders, including employee wages and benefits, payments to suppliers for raw materials such as steel, operational expenses, and government taxes. Investments are also made in sustainability initiatives, including energy efficiency, renewable energy, and ESG programs. Retained earnings are reinvested into business growth, technology upgrades, and capacity expansion. This balanced distribution supports economic stability, stakeholder trust, and long-term sustainable development.

GRI 201-2: Financial Implications Due to Climate Change Risks and Opportunities

Mehta Pressings recognizes that climate change presents both financial risks and strategic opportunities for the organization. Potential risks include rising energy costs, supply chain disruptions, and increased regulatory requirements related to carbon emissions. Since a significant portion of emissions originates from raw material procurement and logistics, fluctuations in low-carbon material availability may impact costs. However, the company is actively investing in renewable energy, energy-efficient technologies, and supplier decarbonization initiatives. These actions create opportunities to reduce operational expenses, improve resource efficiency, enhance ESG ratings, and strengthen long-term business resilience and competitiveness.

GRI 201-3: Defined Benefit Plan Obligations and Coverage

Mehta Pressings provides employee benefit programs in accordance with applicable labor regulations in India. These include statutory benefits such as provident fund contributions, gratuity payments, and employee insurance coverage. The organization ensures that eligible employees are enrolled in these benefit plans to support long-term financial security and employee well-being. Benefit obligations are managed through regular financial provisions and compliance with government regulations, ensuring transparency and accountability in employee compensation and welfare management.

GRI 201-4: Financial Assistance Received from Government

During the reporting period FY 2024–25, Mehta Pressings did not receive any direct financial assistance, subsidies, or grants from government authorities. The company operates independently and funds its sustainability initiatives, including energy efficiency improvements and renewable energy investments, through internal financial resources and planned capital expenditure.



GRI 202: Market Presence

Mehta Pressings maintains a strong market presence in the automotive and industrial manufacturing sectors, supplying high-quality sheet metal components and fabricated assemblies to domestic and international customers. The company operates from its Pune facility, strategically located within an industrial hub, enabling efficient logistics and supply chain operations. Competitive pricing, consistent product quality, and reliable delivery strengthen customer relationships. The organization supports local employment and prioritizes sourcing from regional suppliers, contributing to local economic development. Continuous improvement, ESG integration, and sustainable manufacturing practices enhance its reputation and long-term competitiveness in the market.

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

Mehta Pressings ensures that employee compensation complies with applicable labor regulations and wage standards in India. Entry-level wages provided to employees are equal to or higher than the statutory minimum wage defined by regional labor authorities in Maharashtra. This approach supports fair labor practices, promotes employee welfare, and strengthens workforce stability. The company regularly reviews wage structures to ensure compliance with legal requirements and maintain equitable compensation across operational roles.

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

Mehta Pressings prioritizes local employment and leadership development by recruiting qualified professionals from nearby communities in Pune and surrounding regions. A significant proportion of senior management positions are filled by individuals from the local workforce, supporting regional economic development and community engagement. This approach strengthens local expertise, improves understanding of regional business conditions, and promotes inclusive growth. By encouraging local hiring practices, the company contributes to employment generation and sustainable economic development within the communities where it operates.

GRI 203: Indirect Economic Impacts

Mehta Pressings creates indirect economic impacts through its supply chain, employment generation, and local sourcing practices. The company supports regional economic development by engaging local suppliers, logistics providers, and service partners. Skill development and training programs enhance workforce capabilities, contributing to industry growth. Sustainability initiatives, including resource efficiency and supplier ESG engagement, promote long-term economic stability. These actions strengthen community development, improve supply chain resilience, and create shared value beyond direct business operations.

GRI 203-1: Indirect Economic Impact

The CSR funding of INR 300,000 supports biodiversity conservation projects that generate indirect economic and environmental benefits. These initiatives contribute to ecosystem preservation, improved air quality, and community wellbeing. By investing in such programs, Mehta Pressings enhances its social responsibility, supports sustainable development, and creates long-term value for society beyond its core business operations.

GRI 203-2: Significant Indirect Economic Impacts and Their Outcomes

Mehta Pressings creates significant indirect economic impacts through local employment, supplier development, and sustainable procurement practices. Engagement with regional suppliers supports small and medium enterprises, strengthening the supply chain. ESG-driven initiatives improve efficiency and reduce costs across operations. Investments in energy and sustainability enhance long-term economic resilience. These efforts contribute to community development, skill enhancement, and improved economic stability, while promoting responsible industrial growth and environmental sustainability within the region.

GRI 204: Procurement Practices

Mehta Pressings follows responsible procurement practices aligned with ESG principles, ensuring sustainability across its supply chain. Approximately 80% of targeted suppliers are covered under contracts that include environmental, labor, and human rights clauses. The company actively engages suppliers through ESG consultancy programs and performance evaluations. Key procurement spending is focused on raw materials such as steel, which contributes nearly 75–80% of Scope 3 emissions, highlighting the importance of sustainable sourcing. The organization has allocated ₹5–10 lakhs for supplier engagement initiatives to promote low-carbon materials, ethical practices, and long-term supplier sustainability improvements.

GRI 204-1: Proportion of Spending on Local Suppliers

Mehta Pressings prioritizes sourcing from local and regional suppliers to strengthen the domestic supply chain and reduce logistics-related emissions. A significant portion of procurement spending is directed toward suppliers within Maharashtra and nearby industrial regions, supporting small and medium enterprises. This approach enhances supply reliability, reduces transportation costs, and contributes to local economic development. By engaging local suppliers, the company also improves responsiveness and fosters long-term partnerships while aligning procurement practices with sustainability and ESG objectives.

GRI 205: Anti-Corruption

Mehta Pressings is committed to maintaining high standards of integrity and transparency through robust anti-corruption practices. The company has established policies that prohibit bribery, fraud, and unethical business conduct across all operations and supply chain activities. Employees and management receive awareness and training on ethical practices and compliance requirements. A whistleblower mechanism enables confidential reporting of concerns without fear of retaliation. Internal controls, audits, and supplier evaluations ensure adherence to anti-corruption standards. No incidents of corruption were reported during the reporting period, demonstrating the effectiveness of governance systems and the company's commitment to ethical business conduct.

GRI 205-1: Operations Assessed for Corruption Risks

Mehta Pressings conducts regular assessments of its operations to identify potential corruption risks, particularly in procurement, supplier interactions, and financial transactions. Key departments such as procurement, finance, and logistics are reviewed through internal audits and control systems. Supplier contracts include ethical clauses to prevent misconduct. Risk assessments consider factors such as transaction value, third-party involvement, and regulatory exposure. Monitoring mechanisms and management oversight ensure timely identification and mitigation of risks. No significant corruption risks were identified during the reporting period, reflecting strong governance and effective internal control systems.

GRI 205-2: Anti-Corruption Training Provided to Employees

Mehta Pressings provides anti-corruption training to employees to promote ethical business conduct and compliance with company policies. Training programs cover topics such as bribery prevention, conflict of interest, fair procurement practices, and reporting mechanisms. Employees in key functions like procurement, finance, and management receive focused training due to higher risk exposure. Awareness sessions are conducted periodically to reinforce ethical values and responsibilities. The company ensures that employees understand the importance of integrity and transparency in daily operations, strengthening governance practices and reducing the risk of unethical behavior across the organization.

GRI 205-3: Confirmed Incidents of Corruption and Actions Taken

During the reporting period, Mehta Pressings reported zero confirmed incidents of corruption, reflecting the effectiveness of its governance framework and ethical business practices. The company maintains strict internal controls, regular audits, and a transparent reporting system to prevent unethical conduct. In case of any reported concerns, established procedures ensure prompt investigation, corrective action, and disciplinary measures if required. The whistleblower mechanism supports confidential reporting and protects individuals from retaliation. Continuous monitoring and employee awareness programs further strengthen the company's commitment to maintaining a corruption-free and responsible business environment.



GRI 206: Anti-competitive Behaviour

Mehta Pressings is committed to fair competition and responsible business conduct in all its market activities. The company strictly complies with applicable competition laws and regulations and avoids practices such as price fixing, market manipulation, collusion, or abuse of market dominance. Internal policies emphasize ethical sales practices, transparent procurement procedures, and fair supplier relationships. Employees involved in commercial and procurement activities are expected to follow these guidelines to maintain integrity and fairness in business transactions. Through strong governance and compliance mechanisms, Mehta Pressings promotes a competitive and transparent marketplace while supporting sustainable business growth and long-term customer trust.

GRI 206-1: Legal Actions Related to Anti-competitive Behaviour or Monopoly Practices

During the reporting period FY 2024–25, Mehta Pressings reported no legal actions, lawsuits, or regulatory penalties related to anti-competitive behaviour, anti-trust violations, or monopoly practices. The company conducts its business operations in compliance with applicable competition laws and ethical business standards. Internal policies promote transparent pricing, fair supplier engagement, and responsible marketing practices. Employees involved in procurement, sales, and contract negotiations are expected to follow these guidelines to avoid conflicts of interest and unfair market practices. These measures help ensure compliance, protect stakeholder interests, and maintain the organization’s reputation for integrity and fair competition.



Environment

GRI 301: Materials

Mehta Pressings utilizes 3,954.6 metric tons (MT) of raw materials, primarily steel and sheet metal, in its manufacturing processes. The company emphasizes efficient material usage through process optimization, scrap reduction, and recycling practices. Recycled input materials are encouraged wherever feasible to reduce dependency on virgin resources. Packaging materials are also optimized for reuse and recyclability, supporting circular economy principles. By monitoring material consumption and promoting sustainable sourcing, including low-carbon steel, Mehta Pressings minimizes environmental impact while enhancing resource efficiency and aligning its operations with long-term sustainability and ESG objectives.

GRI 301-1: Raw Material Consumption

Mehta Pressings primarily uses steel sheets and coils as the main raw material in its manufacturing processes. During FY 2024–25, material consumption is estimated in several thousand tonnes annually, depending on production volume and customer demand. Steel represents the largest share of total material usage, along with smaller quantities of consumables such as welding materials, lubricants, and packaging materials. Efficient material planning and inventory management systems help optimize usage and minimize excess consumption. Continuous monitoring supports resource efficiency and aligns material use with sustainable production practices.

GRI 301-2: Recycled Input Materials Used

Mehta Pressings promotes the use of recycled input materials to reduce environmental impact and dependence on virgin resources. Recycled steel is increasingly considered in procurement to support low-carbon sourcing and circular economy practices. A portion of raw material input includes recycled content from suppliers, contributing to reduced Scope 3 emissions. Additionally, internally generated metal scrap is fully collected and sent to authorized recyclers, ensuring material recovery. These practices help improve resource efficiency, reduce waste, and support sustainable manufacturing, while aligning procurement strategies with environmental and ESG objectives.

GRI 301-3: Reclaimed Products and Packaging

Mehta Pressings supports material recovery through the recycling of metal components and reuse of packaging materials wherever feasible. Sheet metal products are inherently recyclable, and customers are encouraged to send end-of-life components to authorized recyclers. Internally, packaging materials such as pallets and containers are reused for multiple cycles to reduce waste. Metal scrap generated during production is fully reclaimed and recycled through approved vendors. These practices promote circular material flow, reduce landfill disposal, and improve resource efficiency, aligning with the company's sustainability objectives and responsible product lifecycle management approach.



GRI 302: Energy

Mehta Pressings reported total energy consumption of 434,003 kWh during the reporting period, primarily driven by electricity usage in core manufacturing processes such as pressing, welding, machining, and utility operations. The company actively improves energy performance through preventive maintenance, equipment optimization, and reduction of transmission and operational losses. Energy monitoring systems help track consumption patterns and identify efficiency opportunities. Going forward, Mehta Pressings plans to enhance renewable energy adoption through rooftop solar installations and green power procurement, enabling reduced energy intensity, lower operational costs, and significant reduction in associated greenhouse gas emissions.

GRI 302-1: Total Renewable Energy Consumption

Mehta Pressings reported total renewable energy consumption of 91,479 kWh during the reporting period. This reflects the company's initial transition towards clean energy sources and reduced dependence on conventional grid electricity. Renewable energy contributes to lowering Scope 2 emissions and supports climate commitments. The organization plans to further increase renewable energy share through solar installations and green power procurement to enhance sustainability performance.

GRI 302-3: Energy Consumption Intensity

Mehta Pressings reports an energy consumption intensity of 375.5 kWh, indicating the efficiency of energy usage across its manufacturing operations. This metric reflects how effectively energy is utilized in production processes such as pressing, welding, and fabrication. The company continuously improves efficiency through optimized machine performance, preventive maintenance, and process enhancements, ensuring reduced energy losses and better resource utilization aligned with sustainability goals.

GRI 302-4: Reduction of Energy Consumption

Mehta Pressings has achieved energy reduction through initiatives such as LED lighting upgrades, efficient press machines, optimized production scheduling, and preventive maintenance. These measures support an annual energy reduction target of approximately 5%. Energy audits help identify improvement areas, while employee awareness programs promote responsible energy use. Planned renewable energy adoption will further reduce consumption.

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

Mehta Pressings reduces energy requirements through efficient product design and optimized manufacturing processes. Improved fabrication techniques, precision machining, and reduced material waste lower energy use per unit. Continuous process improvements and equipment upgrades enhance productivity while minimizing energy consumption. These measures contribute to overall operational efficiency and reduced environmental impact.



GRI 303: Water and Effluents

Mehta Pressings manages water responsibly, recognizing it as a shared resource essential for sustainable operations. Water is primarily used for equipment cleaning, coolant systems, and domestic purposes within the facility. During FY 2024–2025, consumption remained controlled through preventive maintenance, leak detection, and optimized coolant usage. The company ensures no significant industrial discharge impacts local water sources. Continuous monitoring and efficient practices support reduced consumption, while future initiatives include improved recycling and conservation measures to enhance water efficiency and minimize environmental impact across operations.

GRI 303-1: Water Pollution

Mehta Pressings manages water pollution through controlled usage and preventive practices. With 2,267 cubic meters of water consumption, measures such as safe chemical handling, leak detection, and proper storage are implemented. Wastewater is treated as per regulations, ensuring minimal environmental impact and supporting responsible water stewardship and sustainable operations.

GRI 303-2: Water Discharge Management

Water discharge at Mehta Pressings is minimal and primarily from cleaning and coolant processes. Wastewater is managed through controlled disposal systems, ensuring compliance with regulatory standards. Preventive maintenance, leak monitoring, and coolant recycling practices help reduce discharge volume and minimize environmental impact.

GRI 303-3: Water Recycled & Reused

Mehta Pressings currently does not have a quantified system for tracking the total amount of water recycled and reused, and therefore the reported value is NA for the disclosure period. However, the company is committed to improving water stewardship by exploring opportunities for recycling, reuse systems, and closed-loop processes. Future initiatives will focus on implementing monitoring mechanisms and infrastructure to enhance water efficiency and align with sustainable water management practices.

GRI 303-4: Water Discharge by Destination

Wastewater generated from cleaning and coolant processes is minimal and safely discharged to authorized municipal drainage systems after basic treatment. No direct discharge to natural water bodies occurs. Monitoring ensures compliance with regulations, preventing contamination and supporting responsible water management practices.

GRI 303-5: Water Consumption

Mehta Pressings reported total water consumption of 3,131 cubic meters (CM) during the reporting period. Water is primarily used in manufacturing and utility operations. The company promotes efficient usage through monitoring, leak prevention, and process optimization. Continuous efforts are made to reduce consumption intensity and ensure sustainable water management aligned with environmental compliance standards.

GRI 304: Biodiversity

Mehta Pressings operates from an industrial area in MIDC Bhosari, Pune, where no significant biodiversity-sensitive habitats are directly impacted by its activities. The company ensures that its operations do not contribute to deforestation or habitat degradation. Environmental controls such as pollution prevention systems, waste management practices, and emission reduction initiatives minimize ecological disturbance. Greenbelt development within the facility premises supports local biodiversity by improving air quality and providing habitat for small species. The organization remains committed to sustainable land use and continuous monitoring to prevent any adverse environmental impacts.

GRI 304-1: CSR Contribution to Biodiversity

Mehta Pressings contributed INR 300,000 towards biodiversity-focused CSR initiatives implemented through NGOs. These programs include tree plantation, ecosystem restoration, and environmental awareness activities benefiting local communities. The initiative demonstrates the company's commitment to community engagement and environmental conservation, creating positive ecological and social impacts while strengthening relationships with stakeholders.

GRI 304-2: Significant Impacts on Biodiversity

Mehta Pressings' operations are located in an industrial zone with limited ecological sensitivity, resulting in minimal direct biodiversity impacts. The company mitigates indirect impacts through pollution control, waste management, and responsible resource use, ensuring no significant adverse effects on surrounding ecosystems.

GRI 304-3: Restored Habitats

Restored habitats initiatives focus on improving ecological balance around the facility through tree plantation, green belt development, and soil conservation practices. Native species are planted to enhance biodiversity, improve air quality, and support local ecosystems while contributing to long-term environmental sustainability goals.

GRI 304-4: Species Affected by Operations

Operations at Mehta Pressings are conducted within an industrial zone, resulting in minimal direct impact on biodiversity. No endangered species are affected. Environmental controls, pollution prevention measures, and responsible waste management practices ensure protection of surrounding flora and fauna.



GRI 305: Emissions

Mehta Pressings monitors and manages greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories. Total emissions for FY 2024–25 are 11,424.16 tCO₂e, with Scope 1 at 7.20 tCO₂e, Scope 2 at 368.30 tCO₂e, and Scope 3 at 11,048.66 tCO₂e, contributing over 96% of total emissions. Major sources include electricity consumption, steel procurement, and logistics. The company follows ISO 14064-1 and GHG Protocol standards for calculation. Reduction strategies include energy efficiency, renewable energy adoption, supplier engagement, and low-carbon materials, targeting 42% emission reduction by 2030 and Net Zero by 2050.

GRI 305-1: Direct (Scope 1) GHG Emissions

Mehta Pressings reported total gross Scope 1 greenhouse gas (GHG) emissions of 7.2 metric tons (MT) during the reporting period. These emissions arise from direct sources owned or controlled by the company, including fuel combustion in DG sets, LPG usage, company-owned vehicles, and minor refrigerant leakage. Although Scope 1 contributes a small share of total emissions, the company is focusing on reduction through cleaner fuels, electrification, and preventive maintenance to improve efficiency and minimize environmental impact.

GRI 305-2: Energy Indirect (Scope 2) GHG Emissions

Mehta Pressings reported total gross Scope 2 greenhouse gas (GHG) emissions of 368.3 metric tons (MT) during the reporting period, calculated using a location-based approach. These emissions primarily arise from purchased electricity consumed in manufacturing operations such as pressing, welding, and utilities. Scope 2 represents a significant opportunity for reduction, and the company is actively pursuing renewable energy adoption, including rooftop solar installations and green power procurement, to lower emissions and improve overall energy sustainability.

GRI 305-3: Other Indirect (Scope 3) GHG Emissions

Mehta Pressings reported total gross Scope 3 greenhouse gas (GHG) emissions of 11,048.7 metric tons (MT) during the reporting period. These emissions originate from indirect value chain activities, including raw material procurement (primarily steel), upstream and downstream transportation, waste disposal, and employee commuting. Scope 3 contributes the largest share of total emissions, highlighting the importance of supply chain decarbonization. The company is focusing on supplier engagement, low-carbon material sourcing, and logistics optimization to reduce these emissions and improve overall sustainability performance.

GRI 305-3: Other Indirect (Scope 3) GHG Emissions – Upstream Activities

Mehta Pressings reported total gross Scope 3 upstream greenhouse gas (GHG) emissions of 9,801.4 metric tons (MT) during the reporting period. These emissions primarily arise from purchased goods and services, especially steel procurement, along with inbound transportation, waste generation, and supplier activities. Upstream emissions represent the largest share of the company's carbon footprint. To address this, Mehta Pressings is actively engaging suppliers, promoting low-carbon material sourcing, and improving data transparency to drive meaningful reductions across the supply chain.



GRI 305-3: Other Indirect (Scope 3) GHG Emissions – Downstream Activities

Mehta Pressings reported total gross Scope 3 downstream greenhouse gas (GHG) emissions of 1,247.3 metric tons (MT) during the reporting period. These emissions arise from activities occurring after products leave the company, including transportation of finished goods to customers and end-of-life treatment such as recycling or disposal of metal components. Although smaller than upstream emissions, downstream impacts remain significant. The company is working on improving logistics efficiency, promoting recycling practices, and collaborating with customers to reduce lifecycle emissions and enhance overall value chain sustainability.

GRI 305-3 - Product Use Phase Impacts

Mehta Pressings reported 2,965.6 metric tons (MT) associated with product use phase impacts within Scope 3 emissions. Although the company’s metal components do not directly emit during usage, this value represents indirect lifecycle impacts linked to customer applications and operational environments. The organization focuses on improving product efficiency, durability, and material quality to minimize lifecycle impacts. By supporting customers with sustainable product design and encouraging efficient use, Mehta Pressings contributes to reducing overall value chain emissions and enhancing environmental performance.

GRI 305-4: GHG Emissions Intensity

The company tracks its greenhouse gas (GHG) emissions intensity at 375.5, linking energy consumption with emissions performance. This indicator supports evaluation of carbon efficiency across operations. Mehta Pressings focuses on reducing this intensity through renewable energy adoption, energy-efficient technologies, and process improvements. Continuous monitoring enables informed decision-making and supports alignment with decarbonization targets and long-term climate commitments.

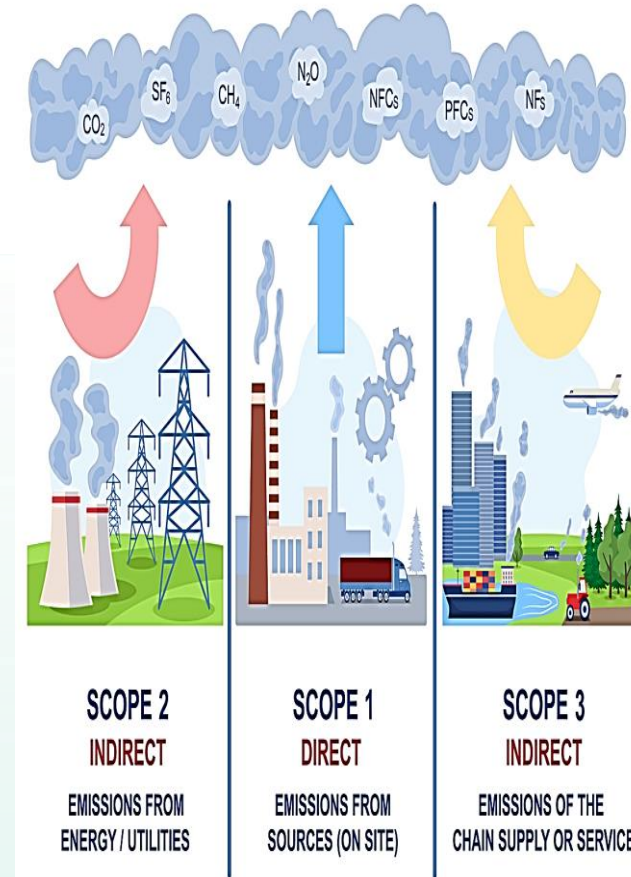
GRI 305-7: Air Emissions & Air Quality

Mehta Pressings monitors its impact on air quality to ensure compliance with environmental standards and protect surrounding communities. The reported Air Quality Index (AQI) is 23.0, which indicates good air quality with minimal pollution levels. The company controls emissions through efficient machinery, proper ventilation systems, and preventive maintenance of equipment. Measures such as dust control, optimized fuel usage, and reduced emissions from operations contribute to maintaining low air pollution levels, demonstrating the organization’s commitment to environmental protection and sustainable manufacturing practices.

GRI 305-7: Air Emissions – Total Air Pollutants

Mehta Pressings reported total air pollutant emissions of 1.052 metric tons (MT) during the reporting period. These emissions include particulate matter and other pollutants generated from manufacturing and fuel usage. The company implements control measures such as equipment maintenance, emission monitoring, and process optimization to minimize air pollution. Continuous improvement initiatives focus on reducing emissions intensity, ensuring regulatory compliance, and maintaining environmental performance aligned with sustainability commitments.

SCOPES OF EMISSIONS



GRI 306: Waste

Mehta Pressings manages waste through a structured system focused on reduction, recycling, and responsible disposal in accordance with environmental regulations. During FY 2024–2025, manufacturing activities generated scrap metal, used oils, chemical residues, and packaging waste. The company promotes waste segregation at source and prioritizes recycling, with most metal scrap sent to authorized recyclers for reuse in steel production. Hazardous wastes are stored safely in designated areas and disposed of through government-approved agencies. Waste generation and disposal activities are tracked through a Hazardous Waste Disposal Log, ensuring transparency, regulatory compliance, and continuous improvement in sustainable waste management practices.

GRI 306-1: Waste Generation and Significant Waste-Related Impacts

During FY 2024–2025, Mehta Pressings generated waste mainly from sheet metal stamping, machining, welding, and maintenance activities. Waste streams include metal scrap, used oils, chemical residues, and packaging materials. Improper handling could impact soil and water; therefore, waste segregation, recycling of metal scrap, and safe hazardous waste disposal practices are implemented.

GRI 306-2: Waste Management Activities

Mehta Pressings implements structured waste management practices by segregating hazardous and non-hazardous waste at source. Metal scrap is recycled through authorized recyclers, while hazardous waste is safely stored and disposed of through certified vendors in compliance with regulations. Regular monitoring, documentation, and employee awareness programs support waste reduction and environmentally responsible operations.

GRI 306-3: Waste Generated

Mehta Pressings tracks total waste generated across operations, distinguishing hazardous and non-hazardous streams. Waste is minimized through material substitution, process optimization, and recycling initiatives. Licensed vendors handle hazardous waste disposal, while scrap metals and packaging are reused or recycled. Regular monitoring ensures compliance with environmental regulations and reduces landfill impact.



GRI 306-3: Hazardous Waste

Mehta Pressings reported total hazardous waste generation of 695.0 kilograms (KG) during the reporting period. This includes waste from manufacturing processes such as used oils, chemicals, and contaminated materials. The company ensures safe handling, storage, and disposal through authorized vendors in compliance with environmental regulations. Continuous efforts are made to minimize hazardous waste through process optimization, material substitution, and recycling initiatives. These practices support environmental protection, regulatory compliance, and responsible waste management aligned with sustainability objectives.

GRI 306-3: Non - Hazardous Waste

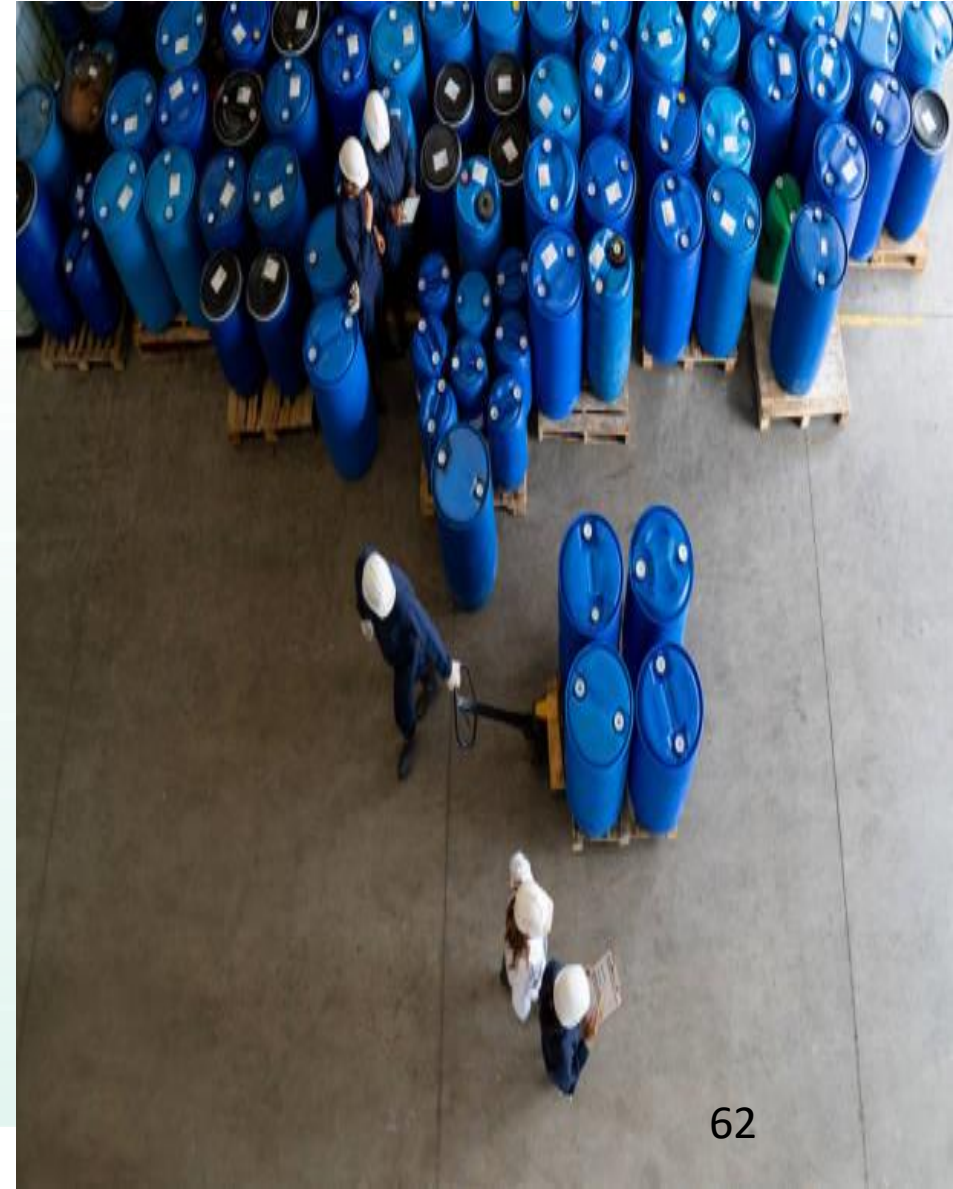
Mehta Pressings reported total non-hazardous waste generation of 677.0 kilograms (KG) during the reporting period. This includes general waste such as scrap materials, packaging waste, and non-contaminated industrial residues. The company emphasizes waste minimization through process efficiency, segregation at source, and recycling practices, particularly for scrap metal. Authorized recyclers are engaged to ensure responsible disposal and recovery. These initiatives support resource efficiency, reduce environmental impact, and align with sustainable waste management and circular economy principles.

GRI 306-4: Waste Recovered

Mehta Pressings reported total waste recovered of 221 kilograms (KG) during the reporting period. This includes materials that were recycled, reused, or otherwise diverted from disposal, such as scrap metal and reusable packaging. The company promotes waste segregation and collaborates with authorized recyclers to maximize recovery rates. These efforts contribute to resource efficiency, reduce landfill dependency, and support circular economy practices, reinforcing the organization's commitment to sustainable waste management.

GRI 306-5: Product End-of-Life Management

Mehta Pressings reported 979.2 metric tons (MT) associated with product end-of-life during the reporting period. As the company manufactures metal components, a significant portion of products is recyclable at the end of their lifecycle. The organization promotes responsible disposal and recycling practices among customers to minimize environmental impact. By supporting material recovery and circular economy principles, Mehta Pressings reduces waste generation and contributes to resource conservation, aligning its product lifecycle management with sustainability and environmental responsibility objectives.



GRI 307: Environmental Compliance

Mehta Pressings is committed to full compliance with applicable environmental laws, regulations, and industry standards governing manufacturing operations. The company follows regulatory requirements related to hazardous waste management, air emissions, water usage, and chemical handling. During the reporting period FY 2024–2025, Mehta Pressings recorded zero incidents of non-compliance with environmental laws and regulations. Regular environmental monitoring, internal audits, and preventive maintenance programs help ensure operational compliance. Hazardous waste is disposed of through authorized recyclers, and structured documentation systems such as hazardous waste disposal logs and leakage inspection reports support transparency, regulatory adherence, and continuous environmental performance improvement.

GRI 307-1: Non-Compliance with Environmental Laws and Regulations

During the reporting period FY 2024–2025, Mehta Pressings recorded zero incidents of non-compliance with environmental laws and regulations. The company maintains strict adherence to regulatory requirements related to waste management, hazardous material handling, and emissions control through regular monitoring, internal audits, documented procedures, and employee environmental compliance training programs.

GRI 308: Supplier Environmental Assessment

Mehta Pressings integrates environmental considerations into its supplier selection and evaluation processes. Approximately 80% of key suppliers are assessed against environmental criteria, including resource efficiency, emissions management, and regulatory compliance. Contracts include clauses on environmental responsibility, encouraging sustainable practices across the supply chain. The company also conducts periodic reviews and engages suppliers through ESG programs to improve performance. Corrective actions are initiated for non-compliance, ensuring accountability. These initiatives help reduce environmental risks, particularly Scope 3 emissions, and promote responsible sourcing aligned with the company’s sustainability objectives and long-term ESG commitments.

GRI 308-1: New Suppliers Screened Using Environmental Criteria

Mehta Pressings screens new suppliers using defined environmental criteria to ensure alignment with sustainability objectives. The evaluation process includes assessment of compliance with environmental regulations, resource efficiency practices, emissions management, and waste handling systems. Suppliers providing key materials such as steel are given special attention due to their significant contribution to Scope 3 emissions. Environmental requirements are integrated into supplier onboarding, contracts, and purchase orders. ESG consultancy logs and audits support verification. This screening process helps minimize environmental risks, promote responsible sourcing, and strengthen the overall sustainability performance of the supply chain.





Social

GRI 401: Employment

Mehta Pressings is committed to fair and responsible employment practices, providing stable job opportunities across production, administration, and support functions. The company ensures compliance with labor laws, fair wages, and structured working hours. Employee benefits include health support, training programs, and career development initiatives. Recruitment practices emphasize equal opportunity and non-discrimination. Workforce stability is supported through skill development, mentorship programs, and performance evaluations. The company also promotes employee engagement through welfare initiatives and feedback mechanisms. These practices contribute to a motivated workforce, improved productivity, and alignment with social sustainability and ESG commitments.

GRI 401-1: New Employee Hires and Turnover

During FY 2024–25, Mehta Pressings continued to strengthen its workforce through planned recruitment aligned with production growth and ESG integration. New hires were primarily in production and technical roles to support operational efficiency. Employee turnover remained low due to strong welfare measures, training programs, and a safe work environment. Structured onboarding, mentorship, and engagement initiatives contributed to improved retention, ensuring workforce stability and continuity in manufacturing operations.

GRI 401-2: Benefits Provided to Full-Time Employees

Mehta Pressings provides full-time employees with comprehensive benefits including statutory health insurance, provident fund contributions, paid annual leave, and workplace safety coverage. Employees also receive training programs, transportation support, and performance-based incentives. These benefits promote employee well-being, financial security, and long-term engagement while supporting a safe and productive working environment across manufacturing operations.

GRI 401-3: Parental Leave Data

Mehta Pressings provides parental leave benefits to all eligible employees in line with national labor laws. Employees are supported with paid leave, flexible work arrangements, and reintegration programs post-leave. Uptake and return-to-work rates are monitored regularly, ensuring equal opportunity and promoting a family-friendly workplace culture while maintaining workforce continuity and employee well-being.



GRI 402: Labor/Management Relations

Mehta Pressings maintains constructive labor/management relations by fostering regular communication between employees and management. The company holds periodic meetings, including joint committees and feedback sessions, to discuss workplace concerns, operational changes, and employee welfare. Formal grievance mechanisms are in place to address disputes promptly and fairly, ensuring transparency and trust. Collective agreements, where applicable, are respected and periodically reviewed. Training programs educate managers on labor rights and effective conflict resolution. These measures support a cooperative work environment, minimize labor disputes, and enhance productivity, aligning with both national labor regulations and international best practices in industrial relations.

GRI 402-1: Minimum Notice Periods Regarding Operational Changes

Mehta Pressings ensures employees receive timely notice of operational changes, such as restructurings or production adjustments, in accordance with legal requirements and internal policies. Minimum notice periods are communicated clearly to affected staff, allowing sufficient time for transition, consultation, and support, thereby safeguarding employee rights and workplace stability.

GRI 403: Occupational Health & Safety

Mehta Pressings prioritizes employee health and safety through regular risk assessments, safety training, and incident monitoring. Protective equipment, emergency preparedness, and workplace ergonomics are enforced across all operations. Continuous improvement initiatives reduce workplace hazards, ensure regulatory compliance, and foster a safe and healthy work environment for all employees.

GRI 403-1: Decent Working Conditions

Mehta Pressings ensures good working conditions by implementing robust health and safety practices, including PPE usage, regular safety training, and hazard identification. The company maintains clean and well-ventilated workplaces, conducts periodic inspections, and provides welfare facilities, grievance mechanisms, and equal opportunity practices to support employee well-being, safety, and satisfaction.

GRI 403-8: Workers Covered by OH&S System

Mehta Pressings ensures all employees are covered under its Occupational Health & Safety (OH&S) management system. Regular risk assessments, safety training, and protective measures are applied across all departments. Continuous monitoring and audits maintain compliance, safeguarding workers' health and minimizing workplace incidents throughout the manufacturing facility.

GRI 403-9: Work-Related Injuries

Mehta Pressings monitors and records all work-related injuries, including minor and major incidents. Risk assessments, safety audits, and employee training programs are conducted regularly to prevent accidents. Prompt reporting and corrective actions ensure continuous improvement in workplace safety, maintaining compliance with legal requirements and promoting a safe working environment.



GRI 404: Training and Education

Mehta Pressings is committed to enhancing employee competencies through structured training and education programs aligned with ESG and operational excellence. During FY 2024–25, employees received training in technical skills, safety practices, environmental awareness, and energy efficiency. On average, employees completed 18–24 hours of training annually, including induction, on-the-job training, and refresher programs. Specialized sessions on machine operation, waste management, and GHG awareness were conducted. Mentorship and skill development initiatives further supported career growth. These programs improve productivity, ensure compliance, and strengthen the organization’s capability to achieve sustainability and business objectives.

GRI 404-1: Average Hours of Training

During FY 2024–25, Mehta Pressings provided an average of 20 hours of training per employee per year. Training covered technical skills, safety practices, ESG awareness, and operational efficiency. Programs included induction training, refresher sessions, and on-the-job learning. This continuous development approach enhances employee competence, supports compliance, and improves overall productivity.

GRI 404-2: Programs for Skill Upgrading

Mehta Pressings provides structured training programs to enhance employee technical and professional skills. Training includes machine operation, welding techniques, safety practices, quality control, and ESG awareness. During FY 2024–2025, employees received regular skill development sessions and safety training to improve operational efficiency, workplace safety, and continuous professional development.

GRI 404-3: Percentage Receiving Performance and Career Reviews

Mehta Pressings conducts structured performance and career development reviews to support employee growth and organizational effectiveness. During FY 2024–2025, approximately 95% of employees received formal performance and career development reviews conducted annually by department managers. These evaluations assess individual performance, skill development needs, training requirements, and career progression opportunities. The review process helps align employee goals with organizational objectives, promotes continuous improvement, and supports talent retention and professional development within the company.



GRI 405: Diversity and Equal Opportunity

Mehta Pressings is committed to promoting diversity, equity, and inclusion across all levels of the organization. Recruitment, training, and career advancement practices ensure fair treatment regardless of gender, age, caste, or background. Regular employee awareness programs and grievance mechanisms prevent discrimination and harassment. Workforce composition is monitored periodically to track diversity metrics and progress. These initiatives foster an inclusive workplace, enhance employee engagement, and support equal opportunities, aligning with the company's ESG and social responsibility goals.

GRI 405-1: Diversity of Governance Bodies and Employees

Mehta Pressings promotes diversity and inclusion across governance and workforce. The board and management team include members of different genders, ages, and professional backgrounds. Employee recruitment emphasizes equal opportunity, ensuring representation across roles and levels. Periodic reviews track diversity metrics, fostering an inclusive, equitable workplace culture.

GRI 405-2: Ratio of Basic Salary and Remuneration by Gender

Mehta Pressings monitors gender pay equity by comparing average basic salary and total remuneration for male and female employees. Regular reviews ensure fair compensation practices, address disparities, and promote equal opportunities. Adjustments and transparent policies maintain gender balance, supporting an inclusive and equitable workplace across all levels of the organization.

GRI 406: Non-Discrimination

Mehta Pressings is committed to a workplace free from discrimination. Policies and training ensure equal opportunities regardless of gender, age, caste, religion, or disability. Grievance mechanisms allow reporting of discrimination, and regular monitoring promotes inclusivity, fostering a respectful, fair, and diverse work environment across all operations.

GRI 406-1: Incidents of Discrimination and Corrective Actions

Mehta Pressings maintains a zero-tolerance policy toward workplace discrimination. All reported incidents are promptly investigated, and appropriate corrective actions, including counseling, training, or disciplinary measures, are implemented. Regular awareness programs and grievance mechanisms ensure employees understand their rights, fostering an inclusive, fair, and respectful work environment across all operations.



STOP
DISCRIMINATION

GRI 408-1: Child Labor & GRI 409-1: Forced or Compulsory Labor

Mehta Pressings is committed to upholding human rights and strictly prohibits the use of child labor and forced or compulsory labor across its operations and supply chain. During the reporting period April 2024 – March 2025, no incidents of child labor or forced labor were identified. The company ensures compliance through mandatory supplier assessments, labor audits, and verification procedures aligned with national labor laws. Employees and contractors are trained on labor rights, and grievance mechanisms are in place. Supplier contracts include clauses prohibiting child and forced labor, reinforcing ethical and responsible business practices.

GRI 412: Human Rights Assessment

Mehta Pressings is committed to respecting human rights across its operations and value chain. The company conducts periodic human rights assessments to identify risks related to labor standards, occupational safety, and non-discrimination practices. These assessments ensure that policies align with international human rights frameworks. Findings inform mitigation measures, training programs, and supplier engagement initiatives, reinforcing a culture of ethical and responsible business practices throughout the organization.

GRI 412-1: Operations Subject to Human Rights Reviews

During FY 2024–2025, 100% of Mehta Pressings’ operations were reviewed for potential human rights risks through internal audits and management assessments. The review covers labor practices, non-discrimination, working hours, and occupational safety. No human rights violations were identified, and the company remains committed to fair, ethical, and responsible workplace practices.

GRI 412-2: Human Rights Training

Mehta Pressings provides human rights awareness training to employees as part of its ESG and workplace ethics programs. During FY 2024–2025, training sessions covered topics such as non-discrimination, fair treatment, workplace harassment prevention, and employee rights. Approximately 100% of managerial staff and 90% of operational employees received training to strengthen respect for human rights.



GRI 413: Local Communities

Mehta Pressings recognizes the importance of maintaining positive relationships with local communities surrounding its manufacturing facility in MIDC Bhosari, Pune. The company is committed to minimizing environmental and social impacts while contributing to community well-being and local development. Mehta Pressings integrates community considerations into its sustainability and operational strategies by ensuring responsible resource use, pollution control, and safe industrial practices. The company supports initiatives related to education, environmental awareness, and community welfare programs in nearby areas. Through responsible business conduct, stakeholder dialogue, and participation in community improvement activities, Mehta Pressings aims to create long-term shared value while strengthening trust and collaboration with local stakeholders.

GRI 413-1: Community Engagement and Development Programs

Mehta Pressings reported 45 environmental services and advocacy initiatives during the reporting period, reflecting its active commitment to environmental responsibility and community engagement. These initiatives include awareness programs, sustainability training, tree plantation drives, and participation in environmental campaigns. The company collaborates with local communities, NGOs, and stakeholders to promote environmental protection and sustainable practices. Through these efforts, Mehta Pressings enhances environmental awareness, supports ecological conservation, and reinforces its role as a responsible corporate citizen aligned with ESG principles.

GRI 414: Supplier Social Assessment

Mehta Pressings integrates social responsibility criteria into its supplier evaluation and procurement processes. The company encourages suppliers to comply with ethical labor practices, health and safety standards, and human rights requirements. ESG considerations are incorporated into supplier assessments, and vendors demonstrating responsible social performance are prioritized. This approach promotes transparency, responsible sourcing, and continuous improvement across the supply chain.

GRI 414-1: New Suppliers Screened for Social Criteria

Mehta Pressings evaluates new suppliers using social responsibility criteria before onboarding them into its procurement system. The screening process considers compliance with labor laws, occupational health and safety standards, ethical business practices, and adherence to environmental and social regulations. Suppliers demonstrating responsible practices are preferred, ensuring that the company's supply chain supports fair working conditions and socially responsible operations.



GRI 416: Customer Health and Safety

Mehta Pressings is committed to ensuring that its products meet high standards of quality, safety, and reliability for customers in the automotive and industrial sectors. The company integrates strict quality control procedures and safety considerations throughout product design, manufacturing, and delivery processes. Compliance with applicable regulatory requirements, industry standards, and customer specifications is a key priority. Mehta Pressings implements regular quality inspections, process monitoring, and testing to ensure that sheet metal components and fabricated assemblies perform safely during their intended use. By maintaining strong quality management systems and continuous improvement practices, the company aims to minimize risks and enhance customer trust and satisfaction.

GRI 416-1: Assessment of Health and Safety Impacts of Products

Mehta Pressings systematically evaluates the health and safety impacts of its products during design, manufacturing, and delivery stages. Product specifications are developed in alignment with customer requirements, applicable safety standards, and industry regulations. The company conducts quality inspections, material testing, and performance verification to ensure that components are safe for use in automotive and industrial applications. Manufacturing processes are monitored to ensure consistency and prevent defects that could impact product safety. Additionally, Mehta Pressings collaborates closely with customers to address safety concerns and product performance requirements. Through these proactive measures, the company aims to ensure that all supplied products meet safety expectations and support responsible product lifecycle management.

GRI 416-2: Customer Health & Safety

Mehta Pressings reported zero incidents (0) of non-compliance related to customer health and safety during the reporting period, demonstrating its strong commitment to delivering safe and reliable products. The company follows stringent quality control systems, including inspection at multiple production stages, adherence to customer specifications, and compliance with applicable regulatory standards. Risk prevention is prioritized through regular testing, validation processes, and corrective action mechanisms to address any potential issues. Additionally, continuous improvement practices, employee training, and robust documentation systems ensure consistency in product quality. By maintaining high safety standards and proactive monitoring, Mehta Pressings reinforces customer trust, minimizes product-related risks, and ensures that all products meet stringent safety and performance expectations.



GRI 418: Information Security

Mehta Pressings recognizes the importance of protecting confidential information related to customers, employees, suppliers, and business operations. The company maintains appropriate information security practices to safeguard sensitive data from unauthorized access, misuse, or loss. Access to digital systems and business records is controlled through internal procedures, password protection, and restricted user access. Employees are expected to follow company policies related to data confidentiality and responsible information handling. Information security practices also support secure communication with customers and business partners. Through these measures, Mehta Pressings aims to maintain trust, protect stakeholder information, and ensure responsible management of organizational data.

GRI 418-1: Substantiated Complaints Regarding Data Breaches

During the reporting period, Mehta Pressings did not receive any substantiated complaints regarding breaches of customer privacy or loss of customer data. The company maintains internal controls and data protection practices to safeguard confidential information and prevent unauthorized access, ensuring secure handling of stakeholder and operational data.

GRI 419: Social Economic Compliance

Mehta Pressings is committed to conducting business in compliance with all applicable laws and regulations governing its operations in India. The company adheres to legal requirements related to labor practices, environmental protection, taxation, business ethics, and industrial regulations. Internal policies and operational procedures are implemented to ensure responsible and lawful business conduct. Compliance is supported through management oversight, regular monitoring, and adherence to statutory obligations. By maintaining strong governance practices and regulatory compliance, Mehta Pressings aims to uphold ethical standards, reduce operational risks, and maintain the trust of regulators, customers, and other stakeholders.

GRI 419-1: Non-Compliance with Socioeconomic Laws

During the reporting period, Mehta Pressings did not record any significant cases of non-compliance with applicable socioeconomic laws and regulations. The company maintains internal compliance procedures and management oversight to ensure adherence to regulatory requirements related to labor, environmental protection, taxation, and responsible business practices.



Sustainability Performance Data

(01st April 2024 to 31st March 2025)



Topic	Commitment	KPI	Unit	Measure
Employee Welfare	Ensure 100% employee healthcare coverage	Number of employees covered with healthcare - Medclaim insurance	%	100%
Water Management	Minimize water pollution through effective controls	Water Pollution	Cubic Meter	2267
Water Stewardship	Optimize water consumption and efficiency	Water consumption	Cubic Meter	3131
Circular Water Use	Promote water recycling and reuse practices	Total amount of water recycled and reused.	Cubic Meter	NA
Responsible Supply Chain	Integrate ESG clauses in supplier contracts	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	80%
Supplier Assessment	Strengthen supplier ESG evaluation and audits	Percentage or number of targeted suppliers covered by a CSR assessment/on-site audit	%	30%
Employee Development	Enhance workforce skills through training programs	Training hours / Employee	Hrs.	27.6
Learning & Development	Maintain consistent training for all employees	Average hours of training per employee	Hrs.	10
Data Security	Ensure zero information security breaches	Number of confirmed information security incidents	No.	0
Occupational Safety	Maintain zero workplace accidents	Number of work related accidents	No.	0
Health & Safety	Prevent injuries and lost-time incidents	Number of days lost to work-related injuries, fatalities and ill health	No.	0
Safety Compliance	Ensure zero reportable incidents	Number of reportable incidents	Count	0
Fair Compensation	Assess wages against living wage benchmarks	Percentage of direct employees covered by a living wage benchmarking analysis	%	100
Fair Pay Practices	Ensure no employee earns below living wage	Percentage of direct employees paid below living wage	%	0%
Inclusive Compensation	Extend fair wage practices across workforce	Percentage of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	%	0%
Wage Equity	Eliminate wage gaps vs living wage benchmark	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	%	0%
Energy Management	Improve overall energy efficiency	Total energy consumption.	KWH	434003
Renewable Energy	Increase share of renewable energy usage	Total renewable energy consumption.	KWH	91479
Climate Impact	Reduce energy-related GHG emissions	Total energy consumption & GHG	KWH	375.5
Human Rights	Enforce zero tolerance for child/forced labor	Child Labor, Forced Labor and Human Trafficking (if applicable)	Count	0
Air Quality	Maintain safe and compliant air quality levels	Air Quality Index	Index	23
Emissions Control	Reduce air pollutant emissions	Total weight of air pollutants	MT	1.052
Ethics & Governance	Maintain zero corruption incidents	Number of confirmed corruption incidents.	No.	0
Climate Action	Reduce direct (Scope 1) emissions	Total gross Scope 1 GHG emission.	MT	7.2
Climate Action	Reduce indirect energy emissions	Total gross Scope 2 GHG emissions (market or location based).	MT	368.3
Value Chain Emissions	Manage and reduce Scope 3 emissions	Total gross Scope 3 GHG emissions.	MT	11048.7

Sustainability Performance Data

(01st April 2024 to 31st March 2025)



Topic	Commitment	KPI	Unit	Measure
Downstream Impact	Reduce downstream emissions impact	Total gross Scope 3 Downstream GHG emissions	MT	1247.3
Upstream Impact	Reduce upstream emissions impact	Total gross Scope 3 Upstream GHG emissions	MT	9801.4
Employee Engagement	Promote participation in social dialogue	No.of Employees Participated in Social Dialogue	No.	150
CSR & Biodiversity	Support biodiversity through CSR funding	CSR Funding to NGO on for Biodiversity	INR	300000
Workplace Ethics	Prevent harassment and discrimination	Number of whistleblower cases of discrimination or harassment incidents.	No.	0
Workplace Equality	Maintain zero discrimination incidents	Number of Reported incidents of Discrimination and Harassment	No.	0
Productivity	Track and optimize workforce productivity	Number of hours worked	Hrs.	174194
Resource Efficiency	Optimize raw material usage	Raw Material Consumption.	MT	3954.6
Diversity & Inclusion	Increase gender diversity in workforce	Percentage of women employed in the whole organization	%	4%
Leadership Diversity	Promote women in leadership roles	Percentage of women at top management level	%	60%
Board Diversity	Ensure diversity at board level	Percentage of women within the organization's board	%	60%
Pay Equity	Reduce gender pay gap	Average unadjusted gender pay gap (difference between average gross hourly earnings of male employees and of employees identifying as women as a percentage of average gross hourly earnings of male employees)	%	60%
Social Inclusion	Promote minority representation	Percentage of employees from a minority and/or vulnerable group in the whole organization.	%	5%
Inclusive Leadership	Ensure minority representation in leadership	Percentage of employees from a minority and/or vulnerable group at top management level	%	100%
Product Responsibility	Ensure customer health & safety	Customer Health & Safety	No.	0
Whistleblower System	Strengthen grievance reporting systems	Number of reports related to whistleblower procedure.	No.	0
Waste Management	Reduce hazardous waste generation	Total Weight of hazardous Waste.	KG	695
Waste Management	Manage non-hazardous waste responsibly	Total weight of non-hazardous waste.	KG	677
Circular Economy	Increase waste recovery and recycling	Total weight of waste recovered	KG	221
Product Lifecycle	Manage end-of-life product impact	Product End-of-Life	MT	979.2
Human Rights	Ensure no external human rights violations	External Stakeholder Human Rights (if applicable)	Count	0
Product Sustainability	Improve sustainable product usage	Product Use	MT	2965.6
Environmental Advocacy	Promote environmental initiatives	Environmental Services & Advocacy	No.	45
Ethics Training	Ensure ethics awareness among employees	Percentage of employees trained on ethics	%	93%
Responsible Sourcing	Ensure suppliers follow code of conduct	Percentage of targeted suppliers who have signed the supplier code of conduct	%	80%
Sustainable Procurement	Train buyers on sustainable sourcing	Percentage or number of all buyers who received training on sustainable procurement.	%	100%
Supplier Development	Engage suppliers in ESG improvements	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	%	100%
Pay Equity	Maintain fair compensation structure	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	%	12.50%

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 assurance of the information and data disclosed within this report.

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

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



Authorized Representative (Assurer)

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