SURYA ELECTROMECH

OFFICE: NO.222, Industrial Park, Phase - III, Pashamailaram, Sangareddy, Hyderabad, Telangana - 502307, India.
FACTORY: Plot No.O8 Near MSME Training Centre, Chinnapudi Village, Acthuatapuram, Vishakapatnam, Andhra Pradesh- 531 011, India.

CORPORATE SUSTAINABILITY REPORT

FOR THE YEAR (01st April 2024 TO 31st March 2025)

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About Us

ABOUT SURYA ELECTROMECH

M/s **SURYA ELECTROMECH** is a renowned **Pre-Engineering Structural Steel Building Manufacturer**, headquartered in **Visakhapatnam** and **Hyderabad**, India. Founded in **2015** by **Mr. Ram Mohan Rao**, a Mechanical Engineering graduate with **29 years of experience**, the company has successfully handled diverse projects in industries such as Sugar, Aluminium, Automobile, and Power.

With over **9 years of expertise**, Surya Electromech specializes in offering comprehensive **Pre Engineering Structural Steel Building Solutions**, encompassing **Design, Engineering, Manufacturing, and Erection** of Pre-Engineered Buildings (PEBs).

KEY SERVICES

Surya Electromech delivers a wide array of services, including:

- **Pre-Engineered Buildings:** Design, fabrication, and installation for factories, warehouses, industrial sheds, and cold storage facilities.
- **Structural Steel Fabrication and Erection**
- **Fabrication and Laying: Pipelines, tanks, and vessels.**
- **Mechanical Equipment Installation and Maintenance**
- **Electrical and Automation Equipment Installation**
- **Industrial Electrical Works**
- **Material Handling Systems Installation and Commissioning**
- **Solar Projects**

OUR MANUFACTURING FACILITY

Visakhapatnam:

APIIC Industrial Area, Atchutapuram. 165,000 sq. ft. current area with an expansion capacity of 348,480 sq. ft.

Hyderabad:

Industrial Park, Pashmyalarm. 65,000 sq. ft. current area with an expansion capacity of 100,000 sq. ft.

Both facilities are equipped to manufacture high-quality structures and are backed by a skilled team ensuring the highest standards of design, manufacturing, and erection.

OUR INFRASTRUCTURE MACHINERY & RESOURCES

We SURYA ELECTROMECH has set up fully operationa PEB manufacturing plant in Visakhapatnam & Hyderabad. Our Plant is equipped with most of sophisticated and modern machinery.









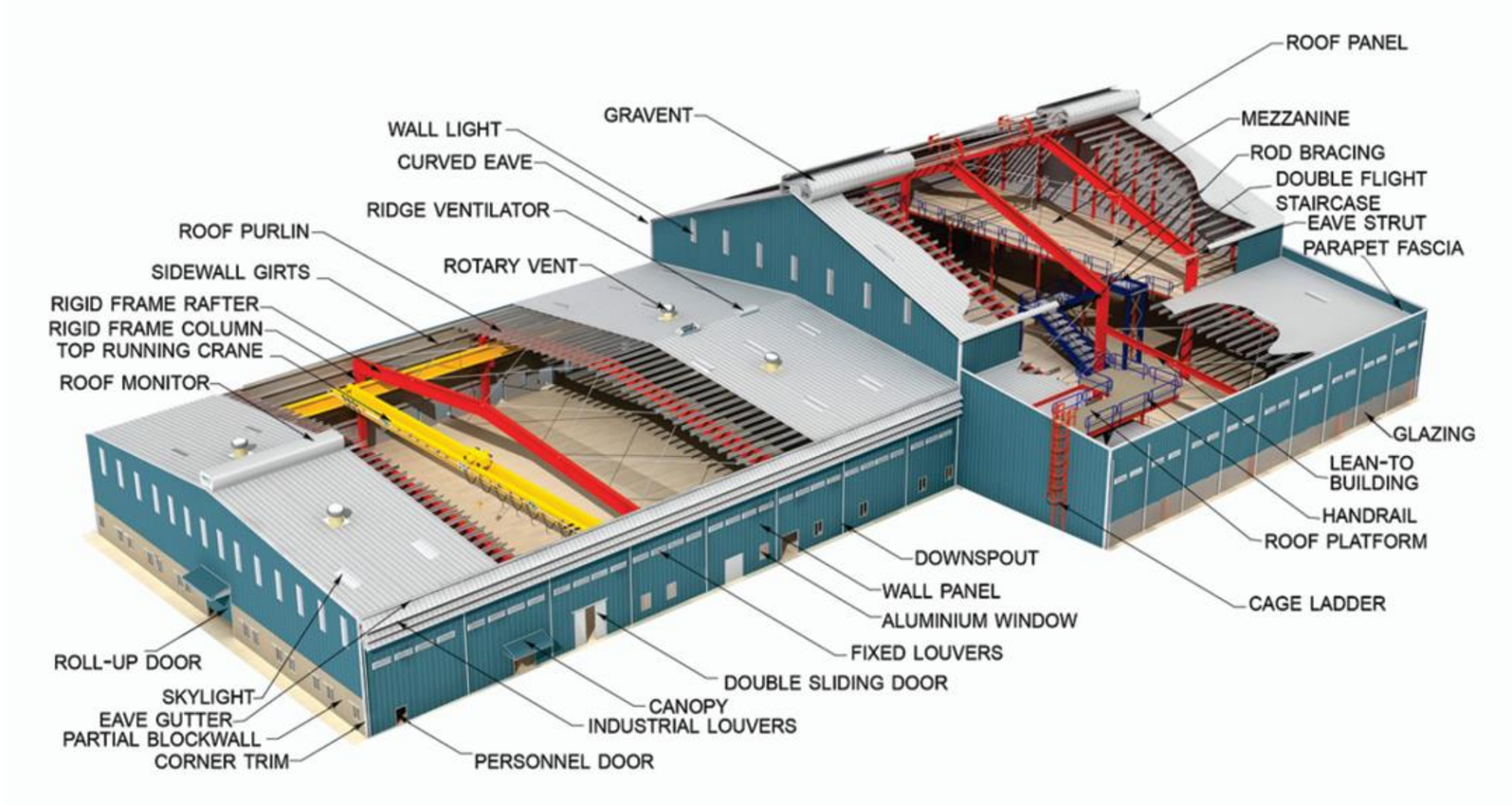
Apart from our plant machinery, We have our own commercial construction equipment to made easy to install the PEB building, our execution team fully equipped with lifting Equipment, tightening machine and other modern technology tools & Equipments like :-

- CRANE : 2 Units
- FARANA : 12 Units
- Man lift 60 & 80 feet : 16 Units
- Welding Equipment : 250 Units
- DG Set 125 KVA : 8 Units
- Scissor lift : 6 Units
- Torquing Equipment (upto 5000nM): 5 Units

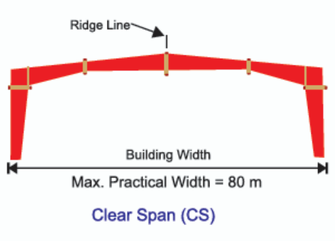
Additional equipment and machinery are procured/hired as needed to meet project-specific requirements.

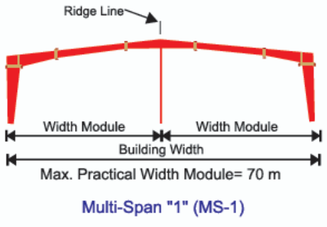
PRE-ENGINEERING BUILDING

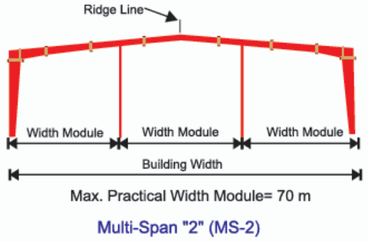
We have established ourselves as trustful entity developing highly durable PEB Structure Steel. We are engaging in providing the cost effective and energy efficient pre-engineered structures to our clients. Owing to the next generation computer aided designing facility, we are able to fabricate the innovatively designed structures for factories, warehouses, industrial sheds, cold storage sheds & many other building applications.

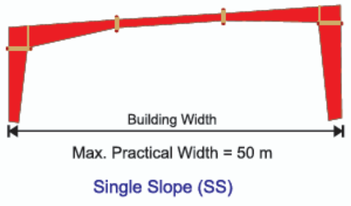


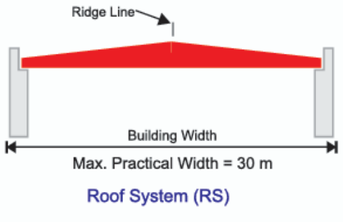
STANDARD PRIMARY FRAME

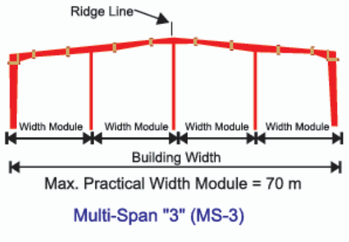








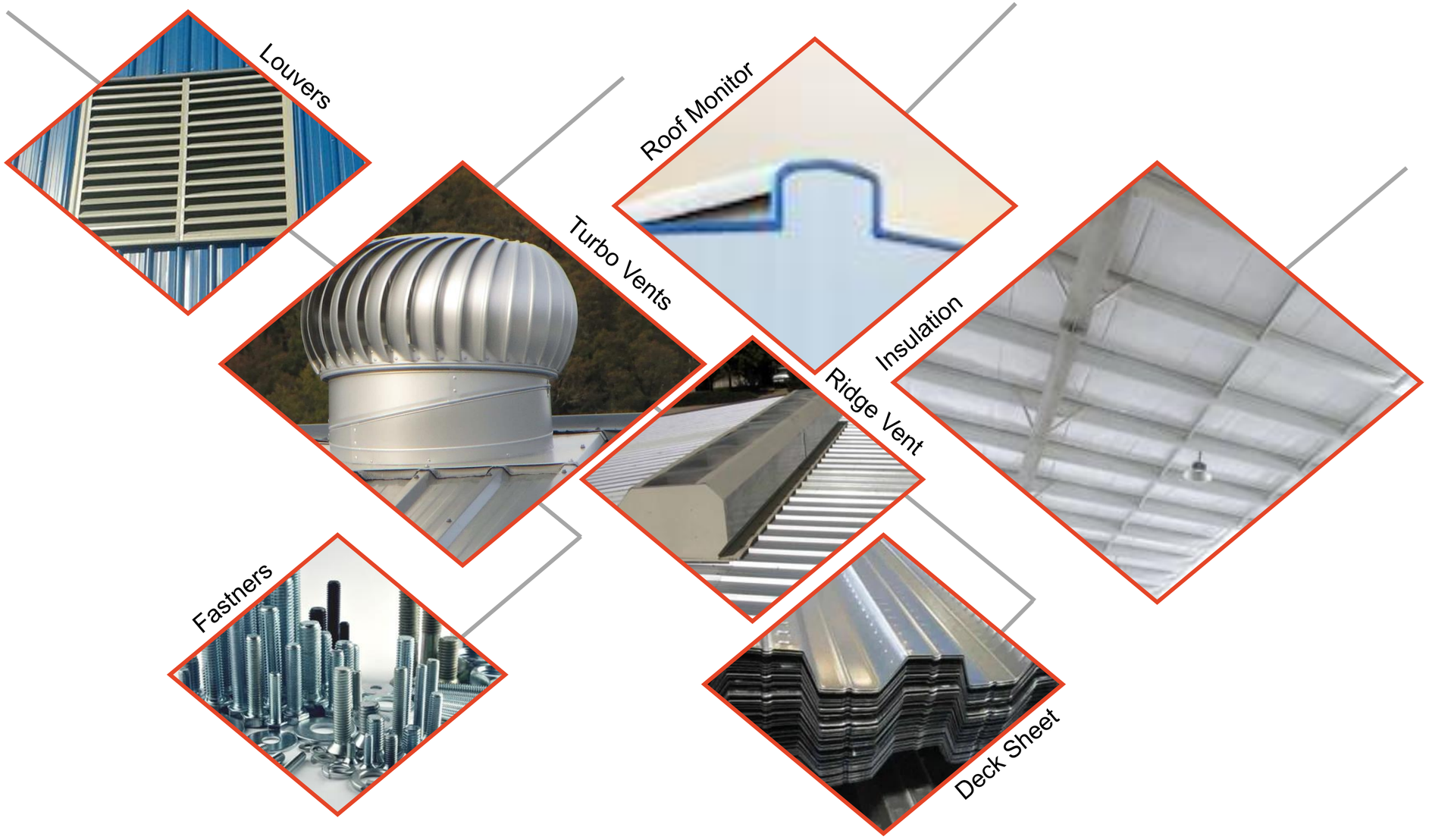




COLD FORM MEMBERS

Purlins, girts and eave struts are secondary structural members used to support the wall and roof panels. Purlins are used on the roof; girts are used on the walls and eave struts are used at the intersection of the sidewall and the roof. These sections are extensively used in huge roofing solutions such as go downs, workshops, industrials sheds and many more. The plane surface of these sections on one side has made it a preferred material for clad-ding due to its easy installation on concrete structures or steel.

ACCESSORIES

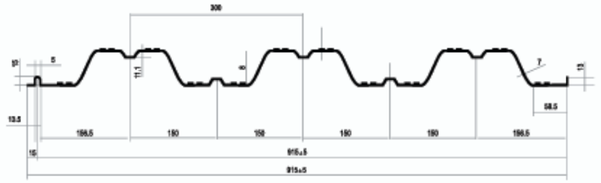


ROOF & WALL PANEL

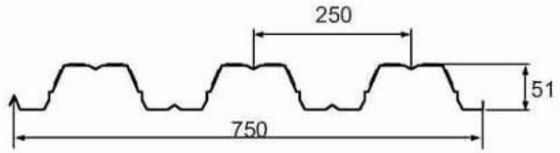
- SURYA pre-painted Galvalume sheeting is a multi-layer coated profile to ensure a longer life under different weather conditions and better aesthetics.
- Special base metals, metal coatings and organic finishes are selected to meet the most stringent international specifications.
- Metals and coatings are selected not only to perform in field but also to ensure proper roll forming and metal working in plan without impairing the finish. The metal skins are used as roof and wall panels, interior roof and wall liners, partitions panels, soffits panels, etc

OUR PROFILES

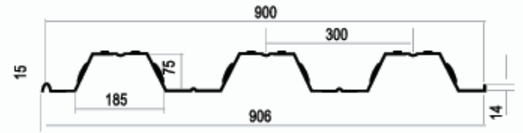
DECKING PROFILE - 60 / 300



DECKING PROFILE - 51/250



DECKING PROFILE - 75 / 300



ROOFING PROFILE - 32 / 200

STANDING SEAM PROFILE

PORTA OFFICE CABIN

OUR VISION

At **SURYA ELECTROMECH**, we aim to deliver innovative, technologically advanced designs and high-quality products, combining value with competitive pricing. We prioritize customized solutions, crafted to match each client's unique requirements while upholding safety, speed, and quality during execution.

OUR QUALITY POLICY

We are committed to:

- Delivering superior quality products and services at competitive prices.
- Completing projects on time and addressing customer feedback with the highest priority.
- Adhering to statutory and regulatory requirements.
- Continuously improving processes and employee skills through training and motivation.
- Leading the pre-engineered steel building sector in India.

HEALTH SAFETY AND ENVIRONMENTAL MANAGEMENT

Surya Electromech strictly adheres to its Health, Safety, and Environmental Management Policy (HSEMP). Deviations from the HSE management workflow occur only:

- Under specific client directives.
- With authorization from the Surya Electromech HSE Manager.

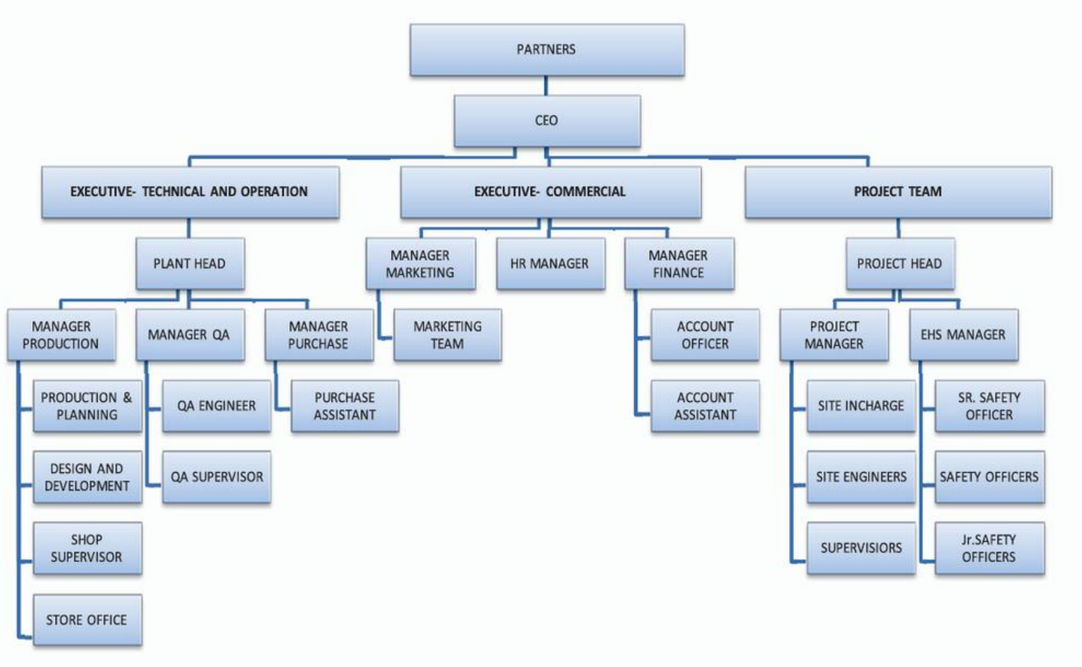
Our goal is to enhance customer satisfaction by effectively applying the HSEMP.

KEY TECHNICAL MANAGEMENT PERSONS

- **Mr. Ram Mohan Rao:** Founder, Mechanical Engineer with **28 years of experience**.
- **Mr. Rahim Basha:** Mechanical Engineer (NDT Level-II), **24 years of experience**.
- **Mr. Venkateswara Rao:** Mechanical Engineer with **12 years of experience**.
- **Mr. Siva Sankar:** Expert with **11 years of experience**.

OUR TEAM

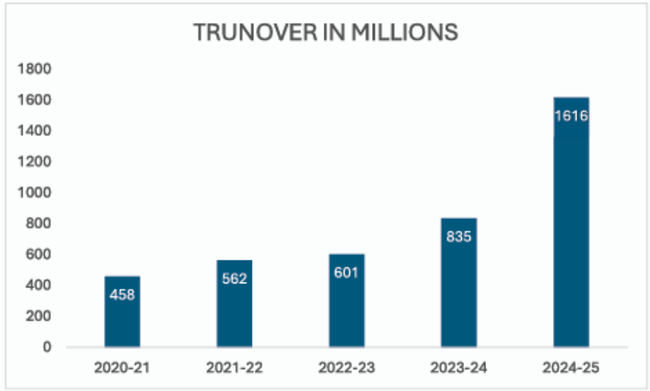
Our team is the collaborative approach with client and subcontractors. Our employees are not only chosen for their expertise but also for their ability to take initiative. We have a team of strong individually with loyalty towards company over the years and good relationship with clients. We have sufficient equipment and diverse location to perform all steel construction projects. We have an excellent team of Supervisors, Technicians and Workers with good technical knowledge, experience and work ethics. As on Date we have 80 Technical and 45 Supporting staff at our manufacturing plant & different projects locations and different levels.



OUR TURNOVER

SURYA ELECTROMECH one of the leading manufacture of pre-engineering building and every passing year we are achieving the milestone of our turnover

- **Financial Year 2020-2021 INR 458 Million**
- **Financial Year 2021-2022 INR 562 Million**
- **Financial Year 2022-2023 INR 601 Million**
- **Financial Year 2023-2024 INR 835 Million**
- **Financial Year 2024-2025 INR 1616 Million**



OUR PROJECTS UNDERTAKING

Surya Electromech remains dedicated to delivering world-class pre-engineering building solutions, driven by innovation, quality, and customer satisfaction. At SURYA ELECTROMECH, we specialize in the Manufacturing of Pre-Engineered Buildings (PEBs) and their Installation while also offering a diverse range of services to cater to various industrial needs. Our expertise includes:

- **Fabrication and Erection of Structural Steel**
- **Fabrication and Laying of Pipelines, Tanks, and Vessels**
- **Installation, Commissioning, Overhauling, and Maintenance of Mechanical Equipment**
- **Installation of Electrical and Automation Equipment**
- **Industrial Electrical Works**
- **Manufacturing of Purlins, Girts, and Eave Struts**
- **Installation and Commissioning of All Types of Material Handling Systems**

We take pride in delivering quality engineering and construction services for a wide range of projects across India. Our proven expertise ensures that each project meets the highest standards of quality, safety, and customer satisfaction.

OUR PRESTIGIOUS CUSTOMERS

- M/S ESSAR GROUP
- M/S ADANI POWER LTD
- M/S INDU PROJECTS LIMITED
- M/S IVRCL INFRASTRUCTURES & PROJECTS LTD
- M/S TATA BLUE SCOPE STEEL LTD
- M/S SUN BRONE ENERGY INDIA PVT LTD
- M/S DURR INDIA LIMITED
- M/S GMR GROUP
- M/S WELSPUN GROUP
- M/S KIRBY BUILDING SYSTEMS & STRUCTURES INDIA PVT LTD
- M/S HINDUSTHAN UNILEVER LIMITED
- M/S BASF CATALISTS INDIA PVT LTD
- M/S ASIA MOTOR WORKS LTD
- M/S DR REDDY LABORATORIES LTD
- M/S GE INDIA PVT LTD
- M/S KONECRANES AND DEMANG PRIVATE LIMITED
- M/S ARCHEAN CHEMICALS INDUSTRIES PVT LTD
- M/S ITC L LTD
- M/S NIVEA INDIA PVT LTD
- M/S LARSON & TURBO LIMITED
- M/S EDAC ENGINEERING LTD
- M/S TATA BOEING AEROSPACE INDIA LTD
- M/S PEPSICO INDIA HOLDING LTD
- M/S TATA PROJECTS LTD
- M/S TATA ADVANCED SYSTEMS LTD
- M/S TATA SIKROSKY LTD
- M/S NIVEA INDIA PVT LTD
- M/S MRF TYRE LIMITED
- M/S APOLLO TYRE LIMITED
- M/S SAINT GOBAIN INDUSTRIES PVT LTD
- M/S PHOENIX ADVANCE TECHNO PARK LTD
- M/S WIPRO PERSONAL & HOME CARE PVT LTD
- M/S LAURUS LAB LTD
- M/S TECHPRO SYSTEMS PVT LTD
- M/S CIPLA LTD
- M/S LUPIN LIMITED
- M/S WIPRO HOME & PERSONAL CARE PVT LTD
- M/S MANKIND INDIA PVT LTD
- M/S AUROBINDO PHARMS LTD
- M/S CHEMICAL CONSTRUCTION INDIA PVT LTD
- M/S SHAPOORJI & PALLOMJI LTD
- M/S SATYESH BRINCHEM PVT LTD
- M/S SALAS PHARMA LIMITED
- M/S MEENAXI ENERGY LIMITED
- M/S SIEMENS LTD
- M/S SAINT GOBAIN INDIA PVT LTD
- M/S WADI SURGICAL PVT LTD
- M/S ATC TIRES AP PVT LTD
- M/S AUROBINDO REALITY INFRASTRUCTURE PVT LTD
- M/S BOSCH LTD
- M/S COLGATE PALMOLIVE LTD
- M/S FORD LTD
- M/S CARLSBERG INDIA PVT LTD
- M/S AMW ASIAN MOTOR LIMITED
- M/S VIABLE ASSOCIATION LIMITED
- M/S POKARNA ENGINEERING STONES LTD
- M/S ASIAN PAINTS LIMITED
- M/S NTPC LIMITED-JHARSUGUDA
- M/S BKT TYRES LTD
- M/S WELSPUN WASCO COATING PVT LTD
- M/S LAURUS SYNTHESIS PVT LTD

OUR PROJECTS

M/S PIDILITE INDUSTRIES LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING AND ERECTION OF CC AGGREGATE BUILDING)

M/S TATA ADVANCED SYSTEMS LIMITED. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING OF PRE ENGINEERING BUILINDG, INSTALLATION WORK & EQUIPMENT ERECTION)

M/S SAINT GOBAIN INDIA PVT LTD, BHIWADI, RAJASTHAN (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF CULLET HEAD HOUSE BUILDING)

M/S SAINT GOBAIN INDIA PVT LTD, JHAGADIA, GUJARAT (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF FG & GYPSUM BUILDING)

DETAIL ENGINEERING, FABRICATION AND ERECTION OF PROCESS TANK FOR M/s WIPRO PERSONAL AND HOME CARE

DETAIL ENGINEERING, FABRICATION AND ERECTION OF 80KL TANK FOR M/s ATC TIRES PRIVATE LIMITED

M/S SAINT GOBAIN INDUSTRIES INDIA LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF FUEL STORAGE BUILDING)

M/S SAINT GOBAIN INDUSTRIES INDIA LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF WAREHOUSE BUILDING)

OUR PROJECTS

THE ICFAI FOUNDATION FOR HIGHER EDUCATION (CIVIL, MEP & STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING SUPPLY AND ERECTION OF FST CLASS ROOM, (TURNKEY PROJECT))

SUPPLY AND INSTALLATION OF SOLAR POWER MODULES & STRUCTURES FOR M/S INDU PROJECTS & M/S GMR

THE ICFAI FOUNDATION FOR HIGHER EDUCATION (CIVIL, MEP & STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF ACADEMIC CLASS ROOM, (TURNKEY PROJECT))

THE ICFAI FOUNDATION FOR HIGHER EDUCATION (CIVIL, MEP & STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF HOSTEL B-BLOCK, (TURNKEY PROJECT))

M/S SAINT GOBAIN INDIA PVT LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF OFFICE CUM CANTEEN BUILDING - GREEN BUILDING)

PROCESS PLANT STRUCTURE, EQUIPMENT AND PIPING ERECTION FOR BASF

M/S SAINT GOBAIN INDIA PVT LTD - WEBER (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF PU & SEALANT MANUFACTURING BUILDING)

DESIGN, MANUFACTURING, SUPPLY AND ERECTION OF 350 MTR 800 MM BELT WIDTH CONVEYOR FOR ARCHEAN CHEMICALS

OUR PROJECTS

DETAIL ENGINEERING, FABRICATION AND ERECTION OF TG BUILDING STRUCTURE FOR ARCHEAN CHEMICALS

DETAIL ENGINEERING, FABRICATION AND ERECTION OF PLANT STRUCTURE PIPE RACKS , PIPING AND TANK FARMS FOR ARCHEAN CHEMICALS

M/S Dr. REDDY'S LABORATORIES LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF HARMONE BUILDING)

INSTALLATION OF PRE-ENGINEERING BUILDING FOR CIPLA LTD

M/S GRANULES CZRO PVT LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF PRODUCTION BUILDING)

M/S Dr. REDDY'S FORMULATION LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF PRODUCTION BUILDING)

INSTALLATION OF PRE.ENGINEERING BUILDING OF PHARMA STRUCTURAL FOR MIS MANKIND PHARMALTD

M/S AUROBINDO REALTY & INFRASTRUCTURE PVT LTD (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, SUPPLY AND ERECTION OF ENTRY GATE PORTAL)

OUR PROJECTS

STRUCTURAL STEEL FABRICATION & ERECTION WORK FOR M/S TATA PROJECTS LTD, DARLIPALLI, ORISSA (NTPC)

STRUCTURAL STEEL FABRICATION & ERECTION WORK M/S EDAC ENGINEERING LIMITED, NELLORE ANDHRAPRADESH. (MEENAKSHI ENERGY POWER PLANT

M/S ITPL (INTERNATIONAL TECH PARK) (INSTALLATION OF STRUCTURAL STEEL PEB BUILDING G+19) WHITEFIELD, BANGALORE

DETAIL ENGINEERING, FABRICATION & ERECTION OF TANK FOR PETROLIUM PRODUCTS M/S SHREEJI LIQUID STORAGE TERMINALS PVT LTD, KANDLA PORT, GANDHIDHAM, GUJARAT

DESIGN ENGINEERING, FABRICATION & ERECTION OF BROMINE PLANT & BROMINE TANK FOR MIS SATYESH BRINCHEM PVT LTD, GUJARAT

DESIGN ENGINEERING, FABRICATION & ERECTION OF TG BUILDING & PIPE RACK FOR MIS SATYESH BRINCHEM PVT LTD, GUJARAT

INSTALLATION OF PRE-ENGINEERING BUILDING MIS TATA BOEING AEROSPACE LIMITED, HYDERABAD

STRUCTURAL STEEL FABRICATION & ERECTION WORK FOR M/S PHOENIX ADAVNCE TECHNO PARK, (G+ 18 FLOOR BUILDING) HYDERABAD, (UNDER "KIRBY BUILDING "

OUR PROJECTS

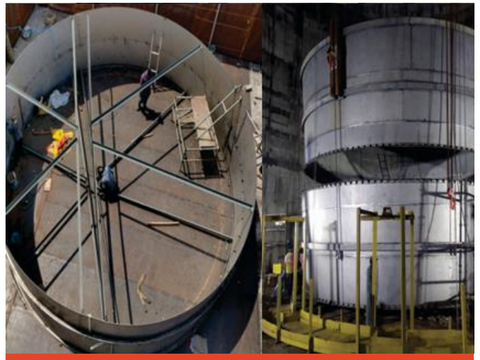
M/S WIPRO PERSONAL & HOME CARE PVT LTD, HYDERABAD. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING, ERECTION & EQUIPMENT INSTALLATION WORK)

MIS LAURUS LAB LTD. VISAKHAPATNAM. STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING OF PRE ENGINEERING BJILINDG INSTALLATION WORK

M/S WELSPUN WASCO PVT [TO, AWH. STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTURING OF PRE ENGINEERING BJIUNDG. INSTALLATION WORX EQUIPMENT I

NSTALLATION OF PRE±NGINEERING FOR M/S INSTAKART SERVICES PVT LTD, WEST BENGAL

M/S SAINT GOBAIN INDIA PVT LTD, VISAKHAPATNAMA. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTRING, ERECTION & EQUIPMENT INSTALLATION WORK FOR MILL BUILDING)



M/S NATIONAL THERMAL POWER CORPORATION (NTPC) FABRICATION AND INSTALLATION OF TITANIUM TANKS FOR CHIMNEY PARAVADA, VISAKHAPATNAM

M/S LAURUS LABS LIMITED, VISAKHAPATNAMA. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTRING, ERECTION MAIN PRODUCTION BLOCK-3 BUILDING)

M/S TATA ADVANCED SYSTEMS LIMITED, NAGPUR. (STRUCTURAL STEEL DESIGN DETAIL ENGINEERING. MANUFACTRING. ERECTK)N EQLNPMENT INSTALLATION WORK FOR BOIENG GENERIC SHOP)

M/S LAURUS LABS LIMITED, VISAKHAPATNAMA. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTRING, ERECTION & EQUIPMENT INSTALLATION WORK FOR TG BUILDING)

M/S LAURUS LABS LIMITED, VISAKHAPATNAMA. (STRUCTURAL STEEL DESIGN & DETAIL ENGINEERING, MANUFACTRING, ERECTION & EQUIPMENT INSTALLATION WORK FOR BOILER BUILDING)

ISO CERTIFICATION

ISO 14001 CERTIFICATION

ISO 14001 certification is an internationally recognized standard for Environmental Management Systems (EMS), developed by the International Organization for Standardization. It helps organizations identify, manage, monitor, and reduce their environmental impact through a structured framework. The standard focuses on efficient resource use, waste reduction, pollution prevention, and compliance with environmental regulations. Organizations implementing ISO 14001 establish environmental objectives, conduct regular monitoring, and continually improve environmental performance. Achieving this certification demonstrates a company's commitment to environmental protection, sustainability, and responsible business practices, enhancing stakeholder confidence and supporting long-term environmental and operational performance.

ISO 45001 CERTIFICATION

ISO 45001 certification is an internationally recognized standard for Occupational Health and Safety Management Systems (OHSMS), developed by the International Organization for Standardization. It helps organizations provide safe and healthy workplaces by identifying hazards, assessing risks, and implementing effective control measures. The standard emphasizes employee participation, legal compliance, and continuous improvement in safety performance. Organizations establish safety objectives, conduct regular audits, and promote awareness to prevent work-related injuries and illnesses. Achieving ISO 45001 certification demonstrates a company's commitment to employee wellbeing, risk management, and a strong safety culture, enhancing productivity, trust, and overall organizational resilience.

ISO 28001 CERTIFICATION

ISO 28001 certification is an internationally recognized standard for Security Management Systems in the supply chain, developed by the International Organization for Standardization. It provides a framework to identify, assess, and manage security risks across logistics and transportation processes. The standard focuses on protecting goods, preventing unauthorized access, and ensuring the integrity of the supply chain. Organizations implement risk assessments, security controls, and continuous monitoring to enhance resilience. Achieving ISO 28001 certification demonstrates a company's commitment to secure operations, regulatory compliance, and reliable supply chain management, strengthening stakeholder confidence and operational efficiency.

Statement of Use

GRI 1-5

This report is prepared in accordance with GRI standards.

General

GRI 2-1: Organizational Details

SE is an India-based engineering and manufacturing company specializing in pre-engineered buildings, structural steel fabrication, erection services, equipment installation, MS & SS tanks, and piping systems. The company operates from its registered office in Hyderabad and manufacturing facility in Vishakhapatnam. SE serves industrial, infrastructure, and EPC sectors across India. Its operational footprint includes fabrication workshops, project execution sites, logistics operations, and administrative offices. The organization follows structured governance systems and integrates ESG principles into its business strategy, focusing on sustainable growth, operational efficiency, and environmental responsibility.

GRI 2-6: Activities, Value Chain and Markets Served

SE's core activities include design, fabrication, erection, and installation of steel structures and industrial systems. The value chain begins with procurement of raw materials such as steel, followed by fabrication, logistics, and on-site installation. The company serves sectors such as infrastructure, manufacturing, energy, and industrial construction. A significant portion of emissions arises from upstream activities, particularly steel sourcing and transportation. SE is actively working on improving supply chain sustainability through ESG-based supplier engagement, low-carbon material sourcing, and logistics optimization to reduce environmental impact while maintaining high-quality service delivery.

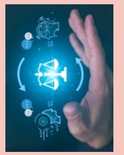
GRI 2-23: Policy Commitments

SE has established internal ESG policies focusing on environmental protection, energy efficiency, and responsible sourcing. The organization is committed to reducing greenhouse gas emissions, complying with applicable environmental regulations, and promoting sustainable practices across operations. Policies include green procurement, energy conservation, and waste management initiatives. The company also emphasizes ethical business conduct, transparency, and stakeholder engagement. These commitments are aligned with international standards and support SE's long-term goal of achieving net-zero emissions while maintaining operational excellence and contributing positively to society and the environment.

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

SE has identified its material topics based on the significance of environmental, social, and governance impacts and their influence on stakeholder decisions. Key environmental topics include energy management, greenhouse gas emissions, water conservation, waste management, and air pollution control. Social material topics comprise occupational health and safety, employee welfare, training and development, diversity and equal opportunity, and community engagement. Governance-related topics include ethical business conduct, anti-corruption practices, regulatory compliance, risk management, and data security. These material topics are periodically reviewed through internal assessments, stakeholder feedback, and operational analysis to ensure alignment with business priorities, ESG commitments, and sustainability objectives.

LIST OF MATERIAL TOPICS

 ENVIRONMENT 	Energy Consumption Management	 SOCIAL 	Employee Health and Safety	 GOVERNANCE 	Business Ethics and Integrity
	Greenhouse Gas (GHG) Emissions		Worker Welfare and Well-Being		Corporate Governance Structure
	Water Consumption Management		Working Conditions		Anti-Corruption and Anti-Bribery
	Air Emissions and Dust Control		Employee Training and Skill Development		Legal and Regulatory Compliance
	Materials Efficiency and Resource Use		Labor Rights Protection		Risk Management and Internal Controls
	Hazardous Material Handling		Equal Opportunity and Diversity		Responsible Information Management
	Industrial Waste Management		Prevention of Discrimination and Harassment		Conflict of Interest Management
	Chemical Storage and Safety		Employee Engagement and Communication		Data Privacy and Confidentiality
	Environmental Compliance		Community Health and Safety		Supplier Code of Conduct
	Environmental Risk Management		Contractor and Subcontractor Safety		ESG Compliance and Reporting

Governance


9
INDUSTRY, INNOVATION AND INFRASTRUCTURE


16
PEACE, JUSTICE AND STRONG INSTITUTIONS


17
PARTNERSHIPS FOR THE GOALS

GRI 201-2: Financial Implications of Climate Change

Climate change presents both risks and opportunities for SE. Risks include increased fuel costs, regulatory requirements, and supply chain disruptions. However, opportunities exist in adopting renewable energy, improving energy efficiency, and accessing ESG-driven markets. The company has allocated a budget of ₹3–3.5 crore for emission reduction initiatives, including solar installations and energy efficiency upgrades. These investments support long-term cost savings and enhance competitiveness while contributing to sustainability goals.

GRI 204-1: Proportion of Spending on Local Suppliers

SE prioritizes procurement from local suppliers to strengthen regional economies and enhance supply chain efficiency. A significant proportion of procurement expenditure is directed toward locally based vendors for materials, equipment, and support services, subject to quality, cost, and compliance requirements. This approach reduces transportation distances, lowers associated emissions, and improves responsiveness in project execution. The company maintains supplier evaluation and ESG assessment mechanisms to ensure that local vendors meet environmental, social, and ethical standards. Continuous engagement, monitoring, and capacity-building initiatives support supplier development, contributing to sustainable sourcing practices and reinforcing SE's commitment to responsible and inclusive economic growth.

GRI 202-1 & 202-2: Economic Performance and Local Hiring Practices

SE ensures that entry-level wages meet or exceed statutory minimum wage requirements across all operational locations, with compensation structures regularly reviewed based on labor laws, industry standards, and cost-of-living considerations. The company maintains equitable pay practices for all employees, including contract and migrant workers, supported by internal audits and transparent payroll systems. In addition, SE emphasizes hiring senior management from local communities, particularly for project and site leadership roles, to strengthen regional engagement and operational effectiveness. This approach supports local economic development, enhances cultural alignment, and provides career growth opportunities, reinforcing SE's commitment to fair employment practices and sustainable community development.

GRI 205-1, 205-2 & 205-3: Anti-Corruption Practices and Governance

SE adopts a comprehensive approach to prevent and manage corruption risks across its operations, including procurement, contracting, financial transactions, and project execution. Regular risk assessments are conducted to identify vulnerabilities, supported by strong internal controls such as segregation of duties, approval hierarchies, and audit mechanisms. The company also implements structured anti-corruption training programs during employee induction and through periodic sessions, covering anti-bribery policies, conflict of interest, and ethical conduct. Awareness initiatives reinforce a zero-tolerance culture toward unethical practices. Robust whistleblower and grievance mechanisms ensure that concerns are reported and investigated confidentially. During the reporting period, no significant corruption incidents were recorded, reflecting SE's commitment to transparency, accountability, and ethical business practices.

GRI 203-1 & 203-2: Infrastructure Investments, Supported Services, and Indirect Economic Impacts

SE invests significantly in modern infrastructure and advanced machinery, including high-speed drilling systems, hydraulic equipment, and material handling facilities, to enhance operational efficiency, safety, and environmental performance. These investments support sustainable manufacturing and reliable project execution while integrating energy-efficient technologies. Additionally, SE provides employee support services such as transportation, training, and safety systems, improving workforce well-being and productivity. The company also generates substantial indirect economic impacts by promoting local sourcing, creating employment opportunities, and strengthening regional supply chains. Its operations contribute to community development, industrial growth, and improved livelihoods, reinforcing SE's commitment to inclusive, sustainable economic progress.

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

SE operates in compliance with applicable competition laws and maintains a strong commitment to fair business practices across all operations. The organization has established internal policies and controls to prevent anti-competitive behavior, including price-fixing, collusion, and abuse of market position. Employees, particularly in procurement, sales, and contract management functions, are guided on ethical conduct and regulatory requirements. Regular monitoring and internal reviews support adherence to competition regulations. During the reporting period, no legal actions were initiated against SE concerning anti-competitive behavior or monopoly practices. This reflects the company's commitment to transparency, integrity, and fair market participation.

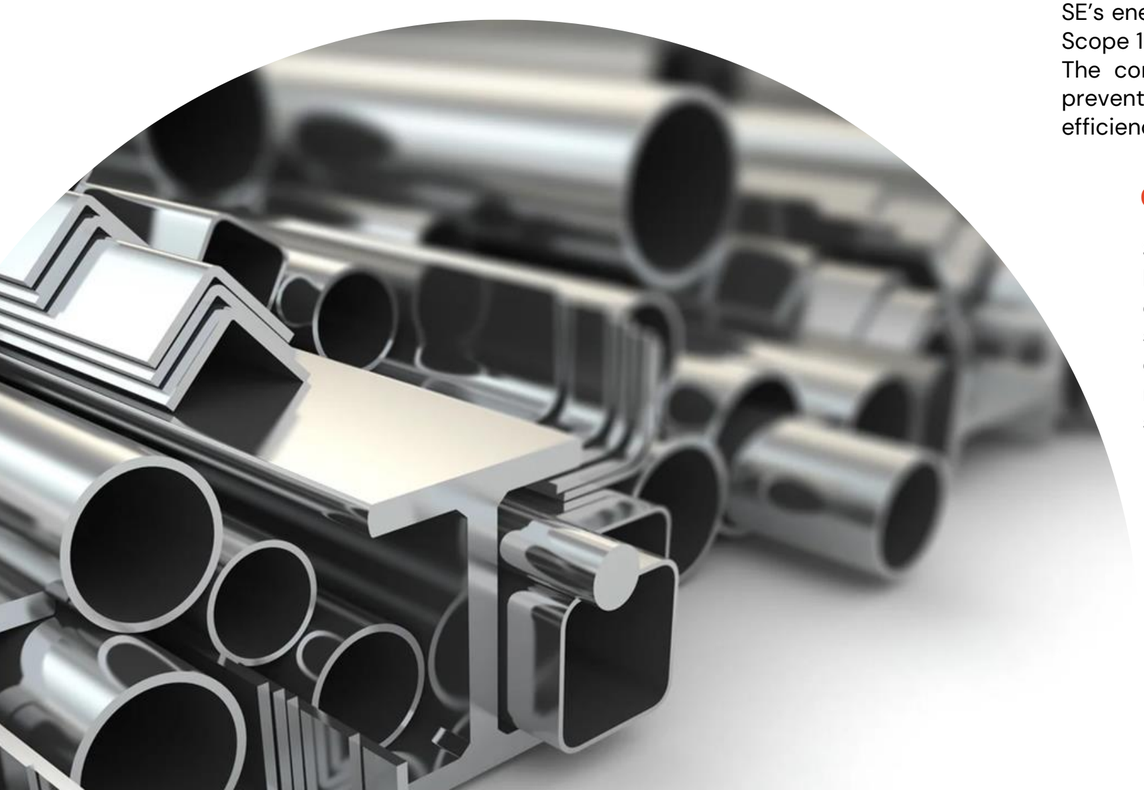
Environment

GRI 301-1: Materials Used by Weight or Volume

SE utilizes a range of materials in its fabrication and construction activities, primarily structural steel, fasteners, welding consumables, paints, and auxiliary components. Material consumption is monitored based on project requirements, with tracking systems maintained to record usage by weight or volume. Procurement planning and inventory controls ensure optimal utilization and minimize excess consumption. Precision-based machinery and process optimization reduce material wastage and improve yield efficiency. The company also emphasizes the selection of durable and quality materials to enhance product lifecycle performance. Continuous monitoring and reporting of material usage support resource efficiency, cost control, and alignment with sustainable manufacturing practices.

GRI 301-2: Recycled input materials used

SE focuses on minimizing waste generation through precision operations and sustainable material practices. High-precision machinery reduces scrap generation, while preventive maintenance avoids rework and inefficiencies. The company promotes the use of biodegradable and eco-friendly materials to reduce environmental impact. Hazardous material substitution logs track replacement with safer alternatives, ensuring systematic improvement. Waste handling practices emphasize segregation, recycling, and responsible disposal. These measures enhance resource efficiency, reduce landfill burden, and align with regulatory requirements. Continuous monitoring and documentation ensure accountability and support the organization's commitment to sustainable production and environmental stewardship.



GRI 301-3: Reclaimed Products and Packaging

SE promotes the reuse and recycling of materials and packaging to minimize environmental impact and support circular economy principles. Wherever feasible, packaging materials such as pallets, containers, and protective coverings are reused across operations. Scrap materials generated during fabrication, particularly metal waste, are systematically collected and sent for recycling through authorized vendors. The company also explores opportunities to incorporate reclaimed materials into processes without compromising quality and safety standards. Monitoring mechanisms ensure proper segregation and handling of reusable and recyclable materials. These practices reduce landfill waste, optimize resource utilization, and reinforce SE's commitment to sustainable material management.

GRI 302-1: Energy Consumption within the Organization

SE's energy consumption primarily includes diesel fuel used in DG sets, fabrication machinery, and electricity purchased from the grid. Scope 1 emissions dominate due to heavy reliance on diesel-powered equipment, while Scope 2 emissions arise from electricity usage. The company has initiated energy efficiency measures such as upgrading machinery, optimizing fuel usage, and implementing preventive maintenance. Future plans include transitioning to renewable energy sources like solar power and improving energy efficiency through technological upgrades, which will significantly reduce overall energy consumption and associated emissions.

GRI 302-2: Energy Consumption Outside the Organization

SE recognizes that energy consumption extends beyond its direct operations through activities such as transportation, logistics, and supply chain processes. Fuel usage in material transportation, equipment mobilization, and employee commuting contributes to indirect energy consumption. The company addresses this through route optimization, shared transport systems, and efficient logistics planning to minimize fuel use. Engagement with suppliers and contractors encourages adoption of energy-efficient practices across the value chain. Monitoring of transportation-related activities supports identification of reduction opportunities. These measures help lower indirect energy consumption, reduce emissions, and align with broader sustainability objectives.

GRI 302-3: Energy Intensity

SE monitors energy intensity to evaluate operational efficiency by measuring energy consumption relative to production output and project execution activities. Energy intensity indicators are assessed across fabrication processes, machinery operations, and facility usage. Implementation of energy-efficient equipment, preventive maintenance, and process optimization contributes to improved performance. Continuous tracking enables benchmarking and identification of high-consumption areas requiring corrective actions. Employee awareness programs further support efficient energy use. By reducing energy intensity over time, SE enhances productivity, lowers operational costs, and minimizes environmental impact, demonstrating a commitment to sustainable and efficient industrial operations.

GRI 302-4: Reduction of Energy Consumption

SE implements structured measures to achieve measurable reductions in energy consumption across operations. Key initiatives include deployment of energy-efficient motors, optimization of high-speed drilling processes, and integration of waste heat recovery and CHP systems to enhance energy utilization. Preventive maintenance programs minimize idle running and energy losses, ensuring optimal equipment performance. The organization is also progressing toward renewable energy adoption through planned rooftop solar installations and gradual electrification of fabrication equipment. Employee awareness programs and operational controls further support conservation. Continuous monitoring and performance analysis enable identification of inefficiencies, ensuring sustained reduction in energy use and associated greenhouse gas emissions.

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

SE focuses on reducing energy requirements associated with its products and services through design optimization and efficient manufacturing practices. Use of precision machinery, energy-efficient fabrication techniques, and improved process controls reduces energy consumption during production. Pre-engineered building solutions are designed to be resource-efficient, minimizing material and energy use during installation and lifecycle operation. Continuous improvement initiatives and adoption of advanced technologies further enhance efficiency. Employee training and process standardization support consistent implementation. These efforts contribute to reduced overall energy demand, lower emissions, and improved sustainability performance of both products and services delivered by the organization.

GRI 303-1, 303-2 & 303-3: Water Management and Usage

SE adopts structured water management practices to reduce freshwater consumption and improve resource efficiency. Cleaning water reduction initiatives involve low-volume, high-pressure systems and reuse of treated water for operational purposes. Regular water audits assess consumption patterns, identify leakages, and implement corrective actions. Standard operating procedures ensure controlled usage across processes such as fabrication and cleaning. Employee awareness programs reinforce responsible water practices. These initiatives significantly reduce wastewater generation and dependency on freshwater resources. Continuous monitoring ensures compliance with environmental regulations and supports long-term sustainability goals by promoting efficient water utilization and minimizing environmental impact.

GRI 304-1, 304-2, 304-3 & 304-4: Biodiversity Management and Impacts

SE's operational sites, including fabrication facilities and project locations, are primarily situated in designated industrial zones and are not located within legally protected or biodiversity-sensitive areas. However, the company recognizes potential indirect impacts on biodiversity arising from land use, material sourcing, and construction activities. Measures such as controlled waste disposal, efficient resource utilization, and pollution prevention are implemented to minimize environmental disturbance. Currently, no significant adverse impacts on biodiversity or endangered species have been identified. While habitat restoration activities are not applicable at present, SE remains committed to adopting eco-friendly practices, supporting green initiatives, and enhancing biodiversity conservation efforts as part of its long-term sustainability strategy.

GRI 305-1: Scope 1 Emissions

SE monitors direct greenhouse gas (GHG) emissions arising from owned or controlled sources, including fuel combustion in diesel generators, material handling equipment, and on-site machinery. These emissions primarily consist of CO_2, CH_4, and N_2O generated during fabrication and project execution activities. Preventive maintenance, efficient equipment operation, and fuel optimization measures are implemented to control emissions. Transition initiatives such as electrification of equipment and reduced diesel dependency further support emission reduction. Continuous monitoring and record-keeping ensure compliance with regulatory requirements and enable identification of opportunities for minimizing direct emissions across operations.

GRI 305-2: Scope 2 Emissions

SE accounts for indirect GHG emissions associated with purchased electricity consumed in manufacturing units, offices, and project sites. Electricity usage for machinery, lighting, and auxiliary systems constitutes a significant portion of Scope 2 emissions. The company focuses on reducing these emissions through energy efficiency measures such as optimized machine operation, preventive maintenance, and adoption of energy-efficient technologies. Plans for rooftop solar installations aim to shift toward renewable energy sources, thereby lowering carbon intensity. Monitoring of electricity consumption and performance analysis supports continuous improvement and reduction of indirect emissions linked to energy use.

GRI 305-3: Scope 3 Emissions (Upstream & Downstream)

SE considers indirect emissions across its value chain, including upstream activities such as procurement of raw materials, supplier operations, and transportation, and downstream activities such as product delivery and installation services. Fuel consumption in logistics, employee commuting, and third-party contractor activities contribute to Scope 3 emissions. The company addresses these through route optimization, shared transport initiatives, and supplier engagement on ESG practices. Efforts to source locally reduce transportation distances and associated emissions. Continuous evaluation of value chain impacts supports identification of emission reduction opportunities and enhances overall sustainability performance.

Calculation period: April 2024 to March 2025

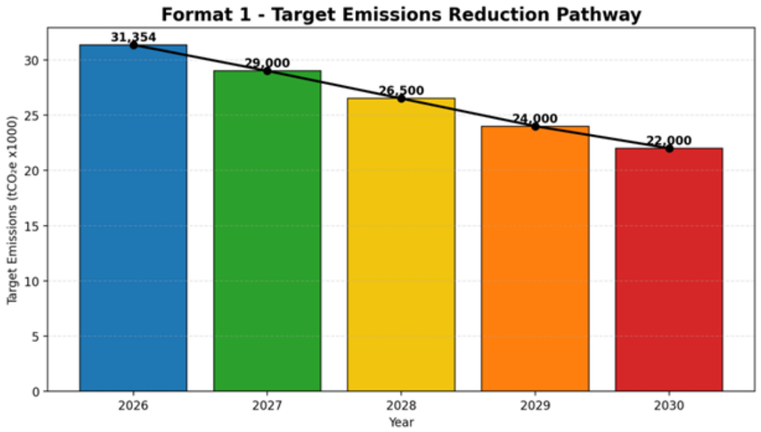
GHG Emission Reporting Frequency: Annually

Scope	Emissions (tCO_2e)
Scope 1	17,012.64
Scope 2	453.96
Scope 3	13,888.19
Scope 3 Upstream	13,762.40
Scope 3 Downstream	125.79
Total Emission	**31,354.79**

Science-Based Emission Reduction Targets

Target Category	Scope	Baseline (tCO_2e)	Target Reduction	Target Year	Expected Emissions (tCO_2e)
Short Term	Scope 1 & 2	17,466.60	30% reduction	2030	12,226
Medium Term	Scope 1, 2 & 3	31,354.79	50% reduction	2035	15,677
Long Term	All Scopes	31,354.79	75% reduction	2040	7,839
Net Zero Target	All Scopes	31,354.79	90–95% reduction	2045	<3,000
Carbon Neutrality	Residual emissions offset	—	Net Zero	2050	0

SBTi Emission Reduction Trajectory



GRI 305-4: GHG Emissions Intensity

SE evaluates GHG emissions intensity by measuring emissions relative to operational output, such as production volume or project execution metrics. This indicator provides insight into carbon efficiency and operational performance. Implementation of energy-efficient technologies, process optimization, and waste heat recovery contributes to lowering emissions per unit of output. Regular monitoring and benchmarking enable identification of high-emission areas and corrective actions. Employee awareness and operational controls further support efficiency improvements. Reduction in emissions intensity demonstrates SE's commitment to sustainable operations, cost optimization, and alignment with climate-related performance goals.

GRI 305-5: GHG Emissions Reductions Achieved

SE has achieved measurable reductions in GHG emissions through multiple initiatives, including energy-efficient machinery, waste heat recovery systems, and route optimization for logistics. Shared transport systems reduce commuting-related emissions, while preventive maintenance minimizes fuel and energy wastage. Process optimization and adoption of low-emission technologies further contribute to emission reduction. Planned renewable energy adoption, such as rooftop solar, will enhance future reductions. Continuous monitoring and performance evaluation ensure that emission reduction targets are tracked and improved. These initiatives collectively contribute to lowering the organization's carbon footprint and supporting long-term climate objectives.

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

SE ensures that operations do not significantly contribute to emissions of ozone-depleting substances. The organization avoids or minimizes the use of materials containing ODS in its processes and equipment. Where applicable, environmentally safer alternatives are adopted in line with regulatory requirements and international environmental standards. Proper handling, storage, and disposal procedures are implemented to prevent accidental release of harmful substances. Regular inspections and compliance checks ensure adherence to environmental regulations. This approach supports protection of the ozone layer and aligns with SE's commitment to environmentally responsible operations.

GRI 305-7: NOx, SOx, and Other Air Emissions

SE manages air pollutants such as NOx, SOx, particulate matter, and VOCs generated from fabrication and operational activities. Emission control systems, including scrubbers, dust collectors, and filtration units, are installed to capture pollutants at source. Use of low-emission materials and process optimization reduces pollutant generation. Enclosed conveyor systems and dust suppression techniques further control particulate emissions. Regular air quality monitoring and testing ensure compliance with environmental standards. Preventive maintenance of equipment ensures consistent performance of control systems. These measures improve air quality, reduce health risks, and support regulatory compliance and environmental sustainability.

GRI 306-3: Waste Generated

SE generates waste primarily from fabrication processes, including metal scrap, packaging materials, and general industrial waste. Scrap steel constitutes a significant portion and is recycled, reducing overall environmental impact. The company has initiated waste segregation practices to improve recycling efficiency. Proper disposal methods are followed for non-recyclable waste in compliance with environmental regulations. Continuous monitoring and reporting of waste generation enable the company to identify opportunities for reduction and improve resource efficiency.

GRI 306-4: Waste Diverted from Disposal

A substantial portion of SE's waste, particularly steel scrap, is diverted from disposal through recycling and reuse. This practice not only reduces landfill dependency but also contributes to circular economy principles. The company encourages reuse of materials wherever possible and collaborates with authorized recyclers. Future plans include increasing recycled content in raw materials and improving waste management systems. These initiatives help reduce environmental impact and support sustainable resource utilization across operations.

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

SE is committed to full compliance with all applicable environmental laws and regulations across its manufacturing facilities and project sites. The company has established robust compliance management systems, including regular monitoring, internal audits, and adherence to statutory requirements related to emissions, waste management, and resource usage. Environmental permits and approvals are maintained and periodically reviewed to ensure alignment with legal standards. During the reporting period, no significant cases of non-compliance, fines, or penalties were recorded. This reflects SE's proactive approach to environmental governance, risk mitigation, and continuous improvement in regulatory compliance, reinforcing its commitment to responsible and sustainable operations.

GRI 308-1: Supplier Environmental Assessment

SE recognizes that a significant portion of its emissions originates from the supply chain, particularly steel procurement. The company has initiated a supplier engagement program focusing on ESG compliance, emission reporting, and sustainable sourcing. Suppliers are evaluated based on environmental performance, and preference is given to those adopting low-carbon practices. This approach helps reduce Scope 3 emissions and promotes sustainability across the value chain.

Social


1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES

GRI 401-1: New Employee Hires and Turnover

SE employs a workforce of approximately 98 employees across its operations. The company provides employment opportunities in manufacturing, project execution, and administrative functions. Workforce stability is maintained through skill development, employee engagement, and safe working conditions. The organization promotes fair employment practices and equal opportunities. Continuous monitoring of workforce metrics helps in improving retention and ensuring a productive work environment aligned with organizational goals.

GRI 401-2: Benefits provided to full-time employees

SE provides comprehensive employee welfare benefits including fair wages, PF, ESI, and medical insurance. Workplace safety, health check-ups, and well-being programs ensure a healthy work environment. Employee awards and recognition programs enhance motivation and engagement. Work-life balance initiatives and grievance redressal mechanisms support employee satisfaction. Shared transport facilities improve convenience and reduce commuting stress. These initiatives strengthen employee loyalty, reduce attrition, and enhance productivity. SE's commitment to employee welfare reflects its focus on social responsibility and sustainable workforce management.

GRI 402-1: Minimum Notice Periods Regarding Operational Changes

SE ensures that employees are provided with adequate notice regarding significant operational changes that may impact employment, such as restructuring, shift modifications, or project transitions. The company follows applicable labor laws and internal HR policies to determine minimum notice periods, ensuring transparency and fairness in communication. Typically, notice periods are aligned with employment contracts and statutory requirements, allowing employees sufficient time to prepare and adapt. In addition, management engages with employees through formal communication channels and discussions to address concerns and provide clarity. This approach promotes trust, minimizes disruption, and supports a smooth transition during organizational or operational changes.

GRI 403-1: Occupational Health and Safety Management System

SE has established a structured occupational health and safety management system to ensure safe working conditions across fabrication units and project sites. The system integrates hazard identification, risk assessment, and implementation of preventive controls aligned with regulatory requirements. Mandatory use of personal protective equipment (PPE), regular safety inductions, toolbox talks, and task-specific training programs are enforced to strengthen safety awareness. Periodic inspections, audits, and incident reporting mechanisms support continuous monitoring and improvement. Emergency preparedness and response procedures are also defined. This systematic approach minimizes workplace risks, reduces incidents, and enhances overall employee health, safety performance, and operational reliability.

GRI 403-2: Hazardous Waste & Non-Hazardous Waste

SE manages hazardous and non-hazardous waste through a structured identification, segregation, and disposal system integrated with its health and safety framework. Hazardous waste such as used oils, lubricants, chemical residues, and contaminated materials is handled in designated storage areas with proper labeling and disposed of through authorized vendors. Non-hazardous waste, including metal scrap, packaging materials, and general waste, is segregated and routed for recycling or safe disposal. Employees are trained in waste handling procedures to minimize risks. Regular monitoring and compliance checks ensure adherence to environmental and safety regulations while reducing potential health hazards.

GRI 403-5: Worker Training on Occupational Health and Safety

SE prioritizes occupational health and safety through structured risk assessments and training programs. Hazard identification, PPE usage, and emergency response procedures are integral to operations. Regular HSE training, including inductions and refresher sessions, enhances employee awareness and competency. Workplace risk assessments ensure identification and mitigation of potential hazards in fabrication and installation activities. Provision and maintenance of PPE safeguard employees from occupational risks. Continuous monitoring and safety audits ensure compliance with regulations. These initiatives foster a proactive safety culture, reduce workplace incidents, and ensure employee well-being across all operational sites.

GRI 403-8: Workers Covered by Occupational Health & Safety System

SE ensures that all employees, including permanent, contractual, and third-party workers, are covered under its occupational health and safety (OH&S) management system. The framework applies uniformly across manufacturing facilities and project sites. All workers undergo safety induction and are required to follow defined safety procedures, including PPE usage and hazard reporting. Contractors are also mandated to comply with SE's safety standards before deployment. Periodic audits and monitoring ensure consistent implementation. This comprehensive coverage strengthens risk control, ensures regulatory compliance, and promotes a unified safety culture across all operational levels.

GRI 403-9: Work-Related Injuries

SE maintains a structured system for recording, monitoring, and analyzing work-related injuries across its operations. Incident reporting mechanisms capture details of injuries, near misses, and unsafe conditions, enabling root cause analysis and corrective actions. Preventive measures such as safety training, PPE usage, and workplace inspections help reduce injury rates. Emergency response procedures ensure timely medical assistance. Continuous monitoring and review of incident data support improvement in safety performance. The company aims to minimize lost-time injuries and enhance workplace safety through proactive risk management and adherence to occupational health and safety standards.

GRI 403-10: Work-Related Ill Health

SE addresses work-related ill health by implementing preventive health measures and monitoring workplace conditions. Regular health check-ups, exposure control, and use of protective equipment reduce risks associated with dust, fumes, noise, and physical strain. Training programs educate employees on occupational hazards and safe work practices. Air quality monitoring and emission control systems further minimize exposure to harmful substances. Reported cases of work-related illness are documented and investigated to identify causes and implement corrective actions. This approach supports employee well-being, reduces long-term health risks, and ensures compliance with occupational health regulations.

GRI 404-1, 404-2: Training and Skill Development

SE invests in employee development through structured training, mentorship programs, and career growth planning. Skill enhancement initiatives focus on technical competencies in fabrication and installation processes. Performance reviews and career discussions identify skill gaps and development opportunities. Mentorship programs facilitate knowledge transfer and leadership development. Training programs improve productivity, safety awareness, and innovation. These initiatives enhance employee engagement, retention, and career progression. By aligning workforce development with organizational goals, SE ensures long-term sustainability and operational excellence while fostering a culture of continuous learning.

GRI 405-1 & 405-2: Diversity, Inclusion, and Equal Remuneration

SE is committed to fostering a diverse and inclusive workplace across all levels of the organization, including governance bodies and employees. The company promotes equal opportunity in recruitment, training, and career advancement, ensuring representation across different age groups, genders, and professional backgrounds. While the workforce is primarily technical in nature, efforts are ongoing to improve gender diversity and inclusion. SE also ensures fair and equitable remuneration practices, maintaining parity in basic salary and compensation for men and women performing similar roles, in line with legal requirements and internal policies. Regular reviews of compensation structures and HR practices help eliminate bias, reinforce fairness, and strengthen an inclusive organizational culture.

GRI 406-1: Incidents of Discrimination and Corrective Actions Taken

SE ensures equal opportunity and non-discrimination through structured recruitment and workplace policies. Hiring practices are standardized and based on merit, skills, and qualifications, eliminating bias related to gender, caste, or background. Anti-discrimination training programs create awareness about respectful workplace behavior. Grievance mechanisms enable employees to report concerns confidentially. Harassment remediation procedures ensure fair investigation and corrective action. These initiatives promote inclusivity, diversity, and ethical conduct within the organization. Continuous monitoring and policy enforcement ensure compliance with labor laws and ESG principles, fostering a fair and equitable workplace environment.

GRI 408-1 & 409-1: Child Labor and Forced Labor Risks

SE strictly prohibits the use of child labor and any form of forced or compulsory labor across its operations and supply chain. All employment practices comply with applicable labor laws and international standards, ensuring that no individuals below the legal working age are employed. The company conducts due diligence and periodic assessments of its operations, contractors, and suppliers to identify and mitigate any potential risks related to child or forced labor. Employment is based on voluntary agreements, with fair wages and working conditions. During the reporting period, no significant risks or incidents related to child labor or forced labor were identified, reinforcing SE's commitment to ethical labor practices and human rights.

GRI 412-1, 412-2 & 412-3: Human Rights Assessment, Training, and Commitments

SE is committed to upholding human rights across all its operations and value chain. The company conducts periodic reviews of its manufacturing facilities, project sites, and business practices to ensure alignment with human rights principles, including fair labor practices, non-discrimination, and safe working conditions. Human rights considerations are integrated into internal policies and risk assessments. SE also provides awareness and training programs to employees, particularly those in HR, procurement, and site management, covering topics such as workplace rights, ethical conduct, and grievance mechanisms. Additionally, contractual agreements with suppliers and contractors include clauses related to compliance with human rights standards, ensuring accountability and responsible business practices throughout the supply chain.

GRI 413-1 & 413-2: Community Engagement and Impact Management

SE actively engages with local communities around its manufacturing facilities and project sites through initiatives focused on employment generation, skill development, and safety awareness. The company supports local hiring and provides training opportunities that enhance employability and livelihoods. Community interactions are maintained to understand concerns and ensure that operations are conducted responsibly. While SE's activities are primarily located in industrial zones, potential impacts such as noise, traffic, and resource usage are managed through controlled operations and compliance with regulations. During the reporting period, no significant negative impacts on local communities were identified, reflecting SE's commitment to responsible operations and positive community development.

GRI 414-1: New Suppliers that Were Screened Using Social Criteria

SE promotes responsible sourcing through supplier ESG assessments and consultancy logs. Suppliers are evaluated based on environmental practices, labor standards, and ethical conduct. Continuous engagement ensures alignment with sustainability expectations. Supplier sustainability codes define clear requirements for compliance. Monitoring and audits identify gaps and enable corrective actions. This approach reduces risks across the value chain and enhances transparency. By promoting responsible practices among suppliers, SE strengthens its commitment to sustainable procurement and contributes to broader ESG impact.

GRI 416-1 & 416-2: Customer Health and Safety

SE prioritizes the health and safety of its products and services by ensuring that all fabricated structures, equipment installations, and piping systems comply with applicable engineering standards, safety regulations, and client specifications. Risk assessments and quality checks are conducted at various stages of design, fabrication, and installation to identify and mitigate potential hazards. The company follows strict quality assurance and control procedures to ensure reliability and safe usage of its products. During the reporting period, no significant incidents of non-compliance related to customer health and safety regulations were reported, reflecting SE's commitment to delivering safe, high-quality solutions and maintaining strong customer trust.

GRI 418-1: Substantiated Complaints Concerning Breaches of Customer Privacy and Loss of Customer Data

SE utilizes automated software systems to enhance data accuracy, security, and operational efficiency. Digital tools support inventory management, payroll, procurement tracking, and project monitoring. Audit trails and access controls ensure data integrity and compliance. Regular backups prevent data loss and support business continuity. Training programs ensure effective system usage. These initiatives strengthen transparency, enable real-time decision-making, and enhance governance effectiveness. Digital governance plays a critical role in ensuring accountability and operational excellence across the organization.

GRI 419-1: Non-Compliance with Socioeconomic Laws and Regulations

SE is committed to complying with all applicable socioeconomic laws and regulations, including those related to labor practices, taxation, corporate governance, and business conduct. The company has established internal controls, policies, and monitoring mechanisms to ensure adherence to statutory requirements across its operations and project sites. Regular internal audits and management reviews are conducted to identify and address any potential compliance gaps. During the reporting period, no significant instances of non-compliance, fines, or penalties related to socioeconomic laws were recorded. This demonstrates SE's strong governance framework, ethical business practices, and commitment to operating responsibly within the legal and regulatory environment.

SUSTAINABILITY PERFORMANCE DATA (01st April 2024 to 31st March 2025)

Sl. No	Topic	Policy Commitment	KPI	Unit	April 2024 - March 2025
1	Gender Diversity	Promote gender equality and increase women representation across all levels	Percentage of women employed in the whole organization	Percentage	5.7
2	Occupational Health & Safety	Ensure a safe and healthy workplace with zero harm objective	Employee health and safety	Count	0
3	Human Rights (External Stakeholders)	Respect and protect human rights across operations and value chain	External stakeholder human rights	Count	0
4	Climate Change – Scope 1	Reduce direct GHG emissions through efficiency and cleaner technologies	Total gross Scope 1 GHG emissions	MT of CO2e	17012.64
5	Climate Change – Scope 2	Minimize indirect emissions by optimizing energy use	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	453.96
6	Climate Change – Scope 3	Engage value chain partners to reduce carbon footprint	Total gross Scope 3 GHG emissions	MT of CO2e	13888.19
7	GHG Emissions – Downstream	Reduce emissions from product use and distribution	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	125.79
8	GHG Emissions – Upstream	Work with suppliers to reduce upstream emissions	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	13762.40
9	Business Ethics Training	Ensure all employees follow ethical practices	Percentage of employees trained on business ethics	Percentage	100
10	Climate Awareness Training	Build awareness on climate change	Provide climate and carbon management training to employees	Percentage	94
11	Sustainable Procurement	Source materials responsibly	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
12	Workplace Safety	Prevent injuries and promote zero accidents	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
13	Diversity & Inclusion	Promote inclusion of minority groups	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	9.0
14	Career Development	Provide training and career growth	Career management and training	Percentage	100
15	Biodiversity	Protect ecosystems and biodiversity	Biodiversity	Percentage	12
16	Environmental Compliance	Ensure compliance with regulations	Environmental services and advocacy	Count	7
17	Energy Consumption	Improve energy efficiency	Total energy consumption	kWh	553608
18	Anti-Corruption	Promote integrity and transparency	Enhance anti-corruption awareness training	Percentage	94
19	Hazardous Waste	Ensure safe disposal of hazardous waste	Total weight of hazardous waste	Kgs	10874.29
20	Supplier Development	Build supplier ESG capacity	Provide structured ESG training and capacity-building for all suppliers	Percentage	92

SUSTAINABILITY PERFORMANCE DATA (01st April 2024 to 31st March 2025)

Sl. No	Topic	Policy Commitment	KPI	Unit	April 2024 - March 2025
21	Water Recycling	Promote reuse of water	Total amount of water recycled and reused	m^3	5743
22	Air Emissions	Reduce air pollutants	Total weight of air pollutants	Metric Tons	1.72
23	Data Security	Ensure information accuracy and security	Number of confirmed information security incidents	Count	0
24	Supplier Audits	Conduct supplier audits	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
25	Whistleblower Protection	Protect reporting employees	Protection of employees reporting conflicts or unethical practices	Count	0
26	Resource Management	Optimize material and chemical use	Materials, chemicals, and waste	Liters	169538.64
27	Employee Training	Enhance employee skills	Average hours of training per employee	Hours	15.92
28	Energy & Emissions	Monitor energy-related emissions	Energy consumption and GHGs	kWh	553608
29	Circular Economy	Increase recycled materials usage	Percentage of recycled input material out of total materials consumed	Percentage	25.89
30	Renewable Energy	Promote renewable energy use	Total renewable energy consumption	kWh	0
31	Supplier Sustainability	Ensure sustainable supplier practices	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
32	Working Conditions	Ensure safe and fair working environment	Working conditions	Percentage	100
33	Anti-Discrimination	Prevent discrimination and harassment	Discrimination and Harassment	Count	0
34	Responsible Sourcing	Include ESG clauses in contracts	Air pollution	Index	37.6
35	Procurement Training	Train buyers on sustainability	Customer health and safety	Count	0
36	Labor Practices	Ensure fair labor conditions	Number of reports related to whistleblower procedure	Count	0
37	Employee Work Hours	Monitor working hours responsibly	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
38	Occupational Safety	Prevent workplace accidents	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
39	Environmental Management	Implement environmental programs	Number of hours worked	Hours	274618.59
40	Stakeholder Engagement	Maintain stakeholder communication	Number of work-related accidents	Count	0

SUSTAINABILITY PERFORMANCE DATA (01st April 2024 to 31st March 2025)

Sl. No	Topic	Policy Commitment	KPI	Unit	April 2024 - March 2025
41	Supplier Environmental Assessment	Evaluate supplier environmental performance	Implement formal environmental assessments for all suppliers	Percentage	92
42	Social Dialogue	Encourage employee communication	Social dialogue	Count	7
43	Human Rights Compliance	Prohibit child/forced labor	Child labor, forced labor, and human trafficking	Count	0
44	Water Consumption	Reduce water usage	Water	Liters	1024174.80
45	Waste Recovery	Maximize waste recycling	Total weight of waste recovered	Kgs	51577.944
46	Information Security	Improve data protection awareness	Enhance employee capability on information safety practices	Percentage	93
47	Water Management	Optimize water consumption	Total water consumption	m^3	22972
48	Anti-Corruption Compliance	Zero tolerance to corruption	Number of confirmed corruption incidents	Count	0
49	Compliance Training	Train on ethics & compliance	Train all employees on conflict management, fraud, and ethical compliance	Percentage	91
50	Non-Hazardous Waste	Manage non-hazardous waste	Total weight of non-hazardous waste	Kgs	171926.48
51	Supplier Code of Conduct	Ensure supplier ethical compliance	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100

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
Date	: 28th April, 2025

Authorized Representative (Assurer)

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