POS-HYUNDAI STEEL MANUFACTURING (INDIA) PVT. LTD.

F.70, SIPCOT Industrial Park, Irungattukottai, NH-4 Bangalore Highway, Sriperumbudur, Kanchipuram District – 602105. Tamil Nadu, India.

CORPORATE SUSTAINABILITY REPORT

For the Year 01st April 2024 to 31st March, 2025

Doc No : PHI/ESG/D-51

Issue No : 01

Revision No : 00

Date : 26th April, 2025

Prepared By: Thirugnanam
Manager -HR

Approved By : Sanghoon Seo
Managing Director

Table of Contents

About us

PHI, based in India, specializes in precision slitting and shearing of steel coils, delivering high-quality processed steel solutions to diverse industrial sectors. With a strong focus on operational excellence, we ensure accuracy, efficiency, and timely delivery to meet customer requirements. PHI is committed to integrating Environmental, Social, and Governance (ESG) principles into its operations by promoting resource efficiency, minimizing waste, ensuring workplace safety, and maintaining ethical business practices. Our customer-centric approach, skilled workforce, and continuous improvement culture enable us to build long-term partnerships while contributing responsibly to sustainable industrial growth and community well-being.

Vision

To be a leading and trusted steel processing company in India, recognized for excellence in slitting and shearing operations, driven by innovation, quality, and strong ESG commitment, while contributing to sustainable industrial growth.

Mission

PHI is committed to delivering precision steel processing services that meet the highest quality and customer expectations. We strive to operate efficiently and responsibly by optimizing resources, ensuring employee safety, adopting environmentally sustainable practices, and upholding ethical governance. Through continuous improvement, advanced technology, and a customer-centric approach, we aim to build long-term partnerships and create value for all stakeholders.

Our Products






Our Services


Introduction

Pos-hyundai Steel Manufacturing Pvt Ltd in Sriperumbudur, Kanchipuram

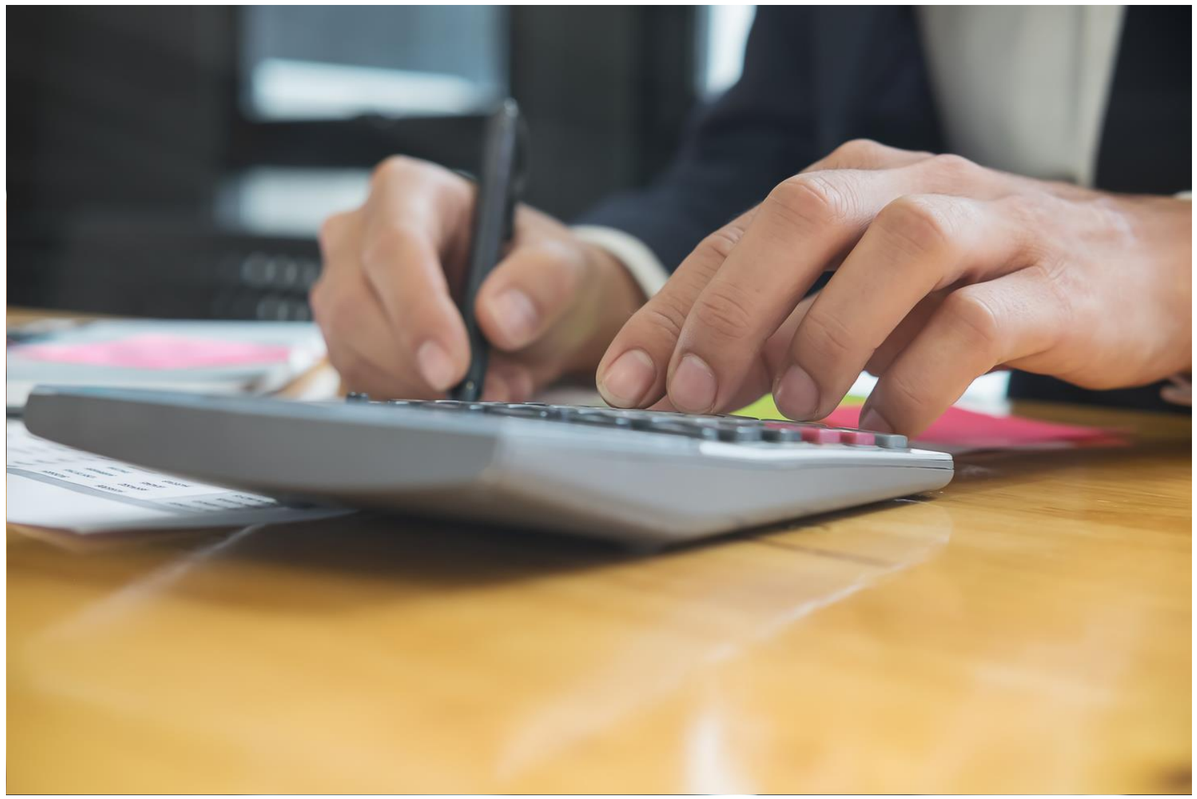
Pos-hyundai Steel Manufacturing Pvt Ltd in Sriperumbudur, Kanchipuram is known to satisfactorily cater to the demands of its customer base. The business came into existence in 2011 and has, since then, been a known name in its field. It stands located at No F 70, Near Sipcot Industrial Park, Irungattukottai, Sriperumbudur-602105. Near Sipcot Industrial Park, Irungattukottai is a prominent landmark in the area and this establishment is in close proximity to the same. It has earned 80 reviews and aspires to develop a loyal customer base. The business strives to make for a positive experience through its offerings.

Customer centricity is at the core of Pos-hyundai Steel Manufacturing Pvt Ltd in Sriperumbudur, Kanchipuram and it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance.

India’s leading B2B market place, Jd Mart ensures engaging in business activities is a seamless process for small and medium enterprises as well as large businesses. In a wake to enable these businesses to reach their audience, this portal lets them showcase their offerings in terms of the products and/or services through a digital catalogue.

STATEMENT OF USE

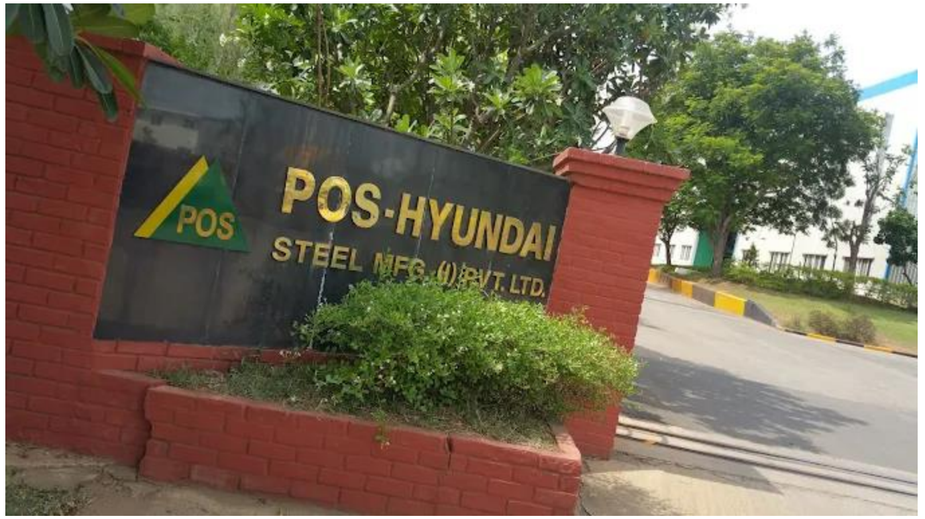
GRI 1-5



This report is prepared in accordance with
GRI standards for the year
April 2024 - March 2025

GRI 2-1: Organizational Details

PHI (POS-Hyundai Steel Manufacturing India Pvt. Ltd.) is a leading steel processing company based in India, specializing in slitting and shearing of steel coils. Located in the SIPCOT Industrial Park, Tamil Nadu, the company serves a diverse range of industrial customers requiring precision steel products. PHI operates with a strong commitment to operational excellence, quality assurance, and regulatory compliance. The organization integrates Environmental, Social, and Governance (ESG) principles into its core business strategy, ensuring responsible and sustainable operations. Its business model focuses on efficient material utilization, waste minimization, and energy optimization. PHI maintains structured operational systems, supported by modern machinery and skilled workforce. The company emphasizes continuous improvement, digital integration, and customer satisfaction while ensuring minimal environmental impact. Through its sustainability-driven approach, PHI aims to create long-term value for stakeholders while contributing to responsible industrial development and environmental protection.



GRI 2-9: Governance Structure

PHI has established a robust governance framework to ensure effective decision-making, accountability, and alignment with sustainability objectives. The governance structure is led by senior management, including directors and functional heads responsible for operations, finance, compliance, and ESG performance. The company follows a structured hierarchy with clearly defined roles and responsibilities to ensure transparency and operational efficiency. Key decisions related to sustainability, risk management, and compliance are reviewed and approved by top management. Cross-functional coordination ensures integration of ESG considerations into daily operations and long-term strategies. Internal audits, performance reviews, and compliance checks are regularly conducted to monitor effectiveness. The governance system also emphasizes ethical business conduct, regulatory adherence, and stakeholder engagement. By maintaining a strong governance structure, PHI ensures accountability, promotes responsible business practices, and supports continuous improvement in environmental, social, and economic performance.

GRI 2-6: Activities, Value Chain, and Business Relationships

PHI’s core operations focus on steel coil slitting, shearing, and efficient material handling, supported by advanced equipment such as cranes, compressors, and DG sets. The company’s value chain begins with the procurement of high-quality steel coils from approved suppliers, followed by precision processing, quality inspection, and timely delivery to customers. Each stage is managed with strict quality control and operational efficiency to meet customer requirements. PHI collaborates closely with suppliers, logistics providers, and authorized recyclers to ensure smooth and sustainable operations. Scrap generated during processing is systematically collected and routed to certified recyclers, promoting circular economy practices and reducing environmental impact. The company maintains strong and transparent relationships with all stakeholders by ensuring product quality, timely service, and compliance with ESG standards. This integrated value chain approach enhances operational reliability, strengthens partnerships, and supports long-term sustainable business growth.

GRI 2-22: Statement on Sustainable Development Strategy

PHI is committed to achieving sustainable industrial growth by integrating Environmental, Social, and Governance (ESG) principles into all aspects of its operations. The company’s strategy focuses on minimizing environmental impact through energy efficiency, emission reduction, and effective waste management practices. It actively promotes resource conservation by optimizing material usage and reducing operational inefficiencies. Workplace safety and employee well-being are key priorities, supported by regular training, awareness programs, and implementation of safety standards. PHI continuously monitors its performance through internal reviews, audits, and data-driven assessments to identify improvement opportunities. Management plays a proactive role in supporting sustainability initiatives and embedding ESG considerations into strategic planning and decision-making processes. The company aligns its operations with global sustainability expectations and regulatory requirements, ensuring responsible business conduct. Through continuous improvement and innovation, PHI aims to enhance its sustainability performance and create long-term value for stakeholders.

GRI 2-23: Policy Commitments

PHI demonstrates a strong commitment to sustainability through well-defined ESG policies and structured operational practices. The company emphasizes efficient resource utilization, energy conservation, and waste reduction as key components of its environmental responsibility. It has achieved measurable improvements in reducing energy consumption, managing waste, and controlling emissions through continuous monitoring and process optimization. The integration of digital technologies has further enhanced operational efficiency and transparency. Employee engagement plays a crucial role in achieving sustainability goals, with regular awareness programs and participation in improvement initiatives. PHI also ensures compliance with all applicable legal and regulatory requirements, reinforcing its commitment to responsible business practices. By aligning its policies with GRI Standards, the company strengthens accountability and transparency in its reporting. PHI remains dedicated to continuously improving its sustainability performance while contributing to environmental protection, social well-being, and long-term stakeholder value creation.

GRI 2-26: Mechanisms for Advice and Concerns

PHI has established structured mechanisms to encourage employees and stakeholders to raise concerns, provide feedback, and seek advice on matters related to safety, environmental practices, ethics, and compliance. The company promotes open communication through various channels such as internal meetings, suggestion systems, reporting mechanisms, and direct interaction with management. Employees are encouraged to report issues without fear of retaliation, ensuring a transparent and supportive work environment. All concerns are systematically reviewed by management, and appropriate corrective and preventive actions are implemented in a timely manner. Feedback received is also used to improve operational processes and strengthen organizational practices. Regular awareness programs are conducted to ensure employees understand how to use these mechanisms effectively. This approach enhances accountability, builds trust among stakeholders, and supports continuous improvement. By fostering a culture of openness and responsiveness, PHI strengthens its commitment to ethical and sustainable business practices.

GRI 2-29: Stakeholder Engagement Approach

PHI recognizes stakeholder engagement as a critical component of its sustainability strategy and business success. The company actively engages with key stakeholders, including employees, customers, suppliers, regulatory authorities, and local communities. Engagement is carried out through regular meetings, feedback mechanisms, training programs, and communication platforms. Employee participation is encouraged through awareness programs, suggestion schemes, and safety initiatives. Customer engagement focuses on quality assurance, timely delivery, and responsiveness to feedback. The company collaborates with suppliers and partners to promote ESG compliance and sustainable practices across the value chain. Regulatory compliance and transparent communication are maintained with government authorities. PHI also considers community well-being through responsible environmental practices. Feedback from stakeholders is analyzed and integrated into decision-making processes to improve performance. This structured engagement approach helps build trust, enhance relationships, and support continuous improvement in sustainability performance.

GRI 2-30: Collective Bargaining Agreements

PHI fosters a collaborative and inclusive work environment where employee participation and engagement are actively encouraged. While formal collective bargaining agreements may be limited due to the organizational structure, the company ensures that employee voices are represented through open communication channels, regular meetings, and feedback mechanisms. Employees are involved in environmental programs, safety initiatives, and continuous improvement activities, enabling them to contribute to organizational development. Participation in awareness programs, suggestion schemes, and ESG-related initiatives strengthens employee involvement and ownership. The company promotes transparency, mutual respect, and fair treatment across all levels of the workforce. Management remains accessible to address employee concerns and encourages dialogue to resolve workplace issues effectively. PHI values teamwork and inclusivity, ensuring that employees feel heard and supported. This participative approach enhances trust, improves morale, and contributes to a positive work culture aligned with sustainable business practices.

GRI 3-1: Process to Determine Material Topics

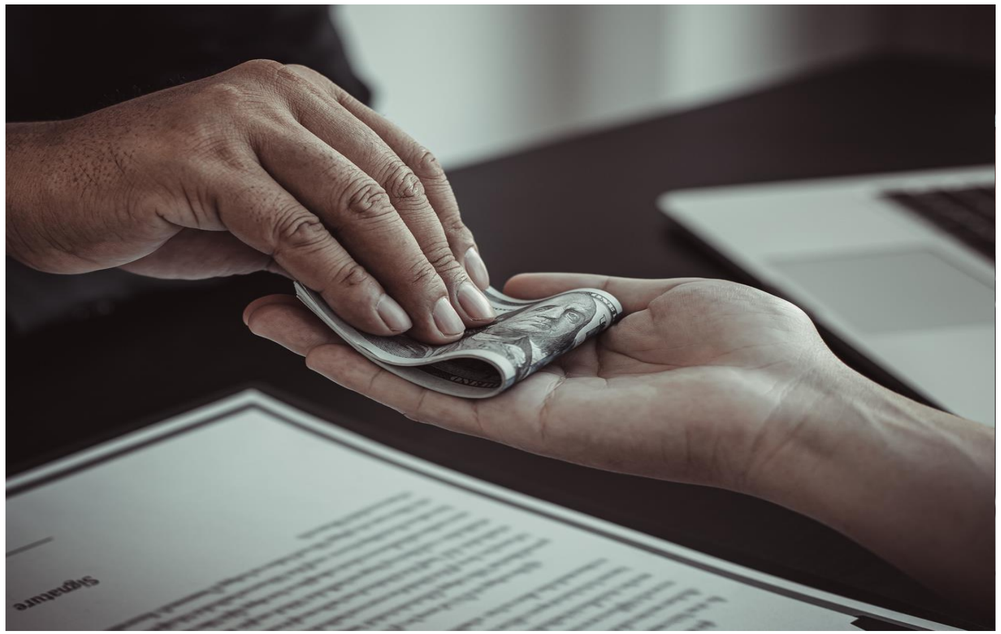
PHI follows a structured and systematic approach to identify and prioritize its material sustainability topics. The process involves evaluating internal operations, regulatory requirements, operational risks, and expectations of key stakeholders such as employees, customers, suppliers, and authorities. Critical inputs include environmental impact assessments, energy usage data, waste generation trends, emission levels, and workplace safety performance. Employee feedback and industry best practices are also considered to ensure a comprehensive understanding of key issues. Management regularly reviews operational data and conducts internal audits to identify areas with significant environmental and social impact. These topics are then assessed based on their relevance, risk level, and potential influence on business performance. Periodic reviews and performance monitoring help refine and update material topics as needed. This approach ensures that PHI focuses on the most critical ESG aspects, aligning its sustainability priorities with long-term business goals and stakeholder expectations.

GRI 3-3: Management of Material Topics

PHI manages its identified material topics through well-defined policies, structured operational controls, and continuous improvement initiatives. Each material area—such as energy efficiency, waste management, emission control, and occupational health and safety—is supported by specific procedures and monitoring systems. Responsibilities are clearly assigned to trained personnel to ensure accountability and effective implementation. Performance is tracked using measurable indicators and key performance metrics, enabling timely evaluation of progress. Preventive maintenance programs, regular employee training, and internal audits play a crucial role in maintaining operational efficiency and minimizing risks. Any deviations or non-conformities are addressed through corrective and preventive actions to ensure compliance and improvement. Management reviews are conducted periodically to assess effectiveness and identify opportunities for enhancement. This systematic and proactive approach enables PHI to reduce environmental impact, improve operational performance, and consistently meet its sustainability commitments.

GRI 205-2: Communication and Training about Anti-Corruption Policies

PHI is committed to upholding the highest standards of integrity, transparency, and ethical conduct across all its operations. The company has established comprehensive anti-corruption and ethical business policies that clearly define acceptable behavior, compliance requirements, and zero tolerance toward bribery, fraud, or unethical practices. These policies are effectively communicated to all employees through structured onboarding programs, regular training sessions, and internal communication channels. Employees are educated on topics such as ethical decision-making, conflict of interest, compliance obligations, and responsible business conduct.



Periodic awareness programs and refresher trainings are conducted to ensure that employees remain updated on regulatory requirements and company expectations. PHI also promotes a culture of accountability by encouraging employees to report any suspected misconduct or violations through defined reporting mechanisms, ensuring confidentiality and protection against retaliation. Management actively monitors adherence to these policies through internal audits and compliance reviews.

By embedding anti-corruption principles into its organizational culture, PHI strengthens corporate governance, reduces operational risks, and enhances stakeholder confidence. These initiatives play a critical role in maintaining ethical business practices and reinforcing the company’s commitment to sustainable and responsible growth.

GRI 302-1: Energy Consumption within the Organization

PHI monitors and manages energy consumption across all operations, including machinery, lighting, and utilities. The company utilizes energy-efficient motors, LED lighting, and optimized machine usage practices to reduce electricity consumption. DG sets are used as backup power sources, with fuel consumption monitored to improve efficiency. Preventive maintenance helps minimize energy losses and improve equipment performance. Employees are trained to follow energy-saving practices such as reducing idle machine time. These initiatives contribute to reduced energy intensity, cost savings, and improved environmental performance.

GRI 302-4: Reduction of Energy Consumption

PHI has achieved measurable reductions in energy consumption through operational improvements and efficient technologies. Energy-saving initiatives include process optimization, automation, and monitoring systems. The company has reduced electricity consumption by approximately 8% through improved operational discipline and efficient equipment usage. Continuous monitoring identifies areas for further improvement. Employee awareness programs reinforce energy conservation practices. These actions support climate change mitigation efforts and demonstrate PHI’s commitment to sustainable energy management and operational efficiency.

GRI 303-1: Interactions with Water as a Shared Resource

PHI recognizes water as a valuable natural resource and ensures its responsible usage. Although water consumption is limited in slitting and shearing operations, the company implements measures such as leak prevention, efficient fixtures, and monitoring systems. Regular inspections of pipelines and water systems prevent wastage. Awareness programs encourage employees to use water responsibly. Where feasible, rainwater harvesting and groundwater recharge practices are promoted. These initiatives contribute to water conservation and sustainable resource management.

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

PHI’s direct (Scope 1) GHG emissions arise from diesel consumption in DG sets, company-owned vehicles, and refrigerant leakage from air-conditioning systems. For the reporting period FY 2024–25, total Scope 1 emissions were 5.04 tCO_2e. These emissions represent a relatively small portion of PHI’s total carbon footprint. The organization has implemented measures such as minimizing diesel generator usage, conducting preventive maintenance, and monitoring refrigerant leakage to control emissions. Future initiatives include transitioning to electric material handling equipment and adopting low-emission alternatives to further reduce direct emissions and improve operational sustainability.

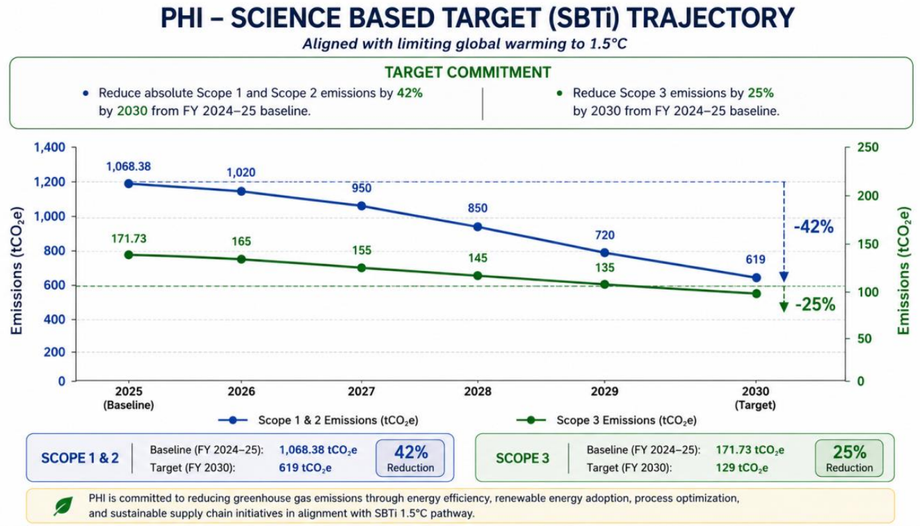
GRI 305-2: Energy Indirect (Scope 2) GHG Emissions

PHI’s Scope 2 emissions primarily result from purchased electricity used in slitting and shearing operations. During FY 2024–25, Scope 2 emissions were 1063.34 tCO_2e, accounting for the largest share of total emissions. This reflects the energy-intensive nature of steel processing activities. The company focuses on improving energy efficiency through equipment optimization, preventive maintenance, and power factor correction. PHI is also exploring renewable energy solutions, including rooftop solar installations, to reduce reliance on grid electricity. Continuous monitoring and energy-saving initiatives are implemented to achieve long-term emission reduction targets.

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

Scope 3 emissions at PHI include indirect emissions from upstream and downstream activities such as purchased materials, transportation, waste disposal, employee commuting, and business travel. For FY 2024–25, total Scope 3 emissions were 171.73 tCO_2e. Transportation and logistics contribute significantly within this category. PHI is taking steps to optimize logistics routes, improve supplier engagement, and promote sustainable transportation practices. Additional initiatives include increasing recycling rates and encouraging employee carpooling. These measures aim to reduce indirect emissions across the value chain and enhance overall environmental performance.

SBTi-Aligned GHG Reduction Targets



SBTi Target Trajectory

Scope 1 & Scope 2 Trajectory

Year	Target Emissions (tCO_2e)	Reduction vs Baseline
2025 (Baseline)	1068.38	0%
2026	1020	5%
2027	950	11%
2028	850	20%
2029	720	33%
2030	619	42%

Scope 3 Trajectory

Year	Target Emissions (tCO_2e)	Reduction vs Baseline
2025 (Baseline)	171.73	0%
2026	165	4%
2027	155	10%
2028	145	16%
2029	135	21%
2030	129	25%

GRI 305-4: GHG Emissions Intensity

PHI monitors GHG emissions intensity as a key performance indicator to evaluate environmental efficiency relative to its operational output and workforce. For the reporting period FY 2024–25, the company recorded an emission intensity of 0.067 tCO_2e per metric ton of processed steel and 13.05 tCO_2e per employee. These metrics provide meaningful insights into how efficiently resources are utilized and help track improvements in emission performance over time. By normalizing emissions against production volume and employee strength, PHI ensures a fair and consistent comparison of sustainability performance across reporting periods. The organization continuously benchmarks these indicators against internal targets and industry standards to identify areas for improvement. Initiatives such as energy-efficient machinery, process optimization, and real-time energy monitoring contribute to lowering emission intensity. PHI remains committed to reducing intensity levels while maintaining high productivity, operational efficiency, and sustainable growth.

GRI 305-5: Reduction of GHG Emissions

PHI has undertaken a range of strategic initiatives to reduce greenhouse gas emissions across its operations, in line with its ESG commitments and sustainability goals. Key measures include optimization of electricity consumption in slitting and shearing processes, reduction in diesel generator usage, and implementation of preventive maintenance programs to enhance equipment efficiency. The company has also strengthened waste management practices through improved segregation and recycling of metal scrap. Employee awareness programs on energy conservation and environmental responsibility have further supported emission reduction efforts. PHI has established long-term targets, including a 42% reduction in Scope 2 emissions and a 25% reduction in Scope 3 emissions by 2030, demonstrating alignment with global climate action frameworks. Future initiatives include adoption of renewable energy sources such as rooftop solar, electrification of material handling equipment, and optimization of logistics to minimize indirect emissions, ensuring sustained environmental performance improvement.

GRI 306-3: Waste Generated

PHI generates waste primarily in the form of steel scrap, used oil, and industrial consumables. The company ensures proper segregation of waste into recyclable and hazardous categories. Steel scrap is systematically collected and sent for recycling, significantly reducing landfill disposal. Hazardous waste is handled as per regulatory requirements using authorized recyclers. Waste reduction strategies focus on improving process efficiency and minimizing material loss. These practices help reduce environmental impact and promote sustainable waste management.

GRI 306-4: Waste Diverted from Disposal

A significant portion of PHI's waste is diverted from disposal through recycling initiatives. Approximately 85% of steel scrap generated is recycled, supporting circular economy practices. Reusable materials are identified and reused wherever possible to minimize waste generation. Packaging materials and other non-hazardous waste are also directed toward recycling streams. These efforts reduce environmental burden, conserve natural resources, and improve operational sustainability. The company continuously explores new opportunities to enhance recycling efficiency.

GRI 307-1: Environmental Compliance

PHI strictly complies with all applicable environmental laws and regulations. The company conducts regular environmental monitoring, including air quality checks, waste management audits, and compliance inspections. Necessary permits and records are maintained systematically. Internal audits and management reviews ensure adherence to regulatory requirements. Any non-compliance issues are addressed through corrective and preventive actions. This strong compliance framework reinforces PHI's commitment to responsible environmental management.

GRI 403-1: Occupational Health and Safety

PHI maintains a comprehensive occupational health and safety (OHS) management system designed to ensure a safe and healthy working environment for all employees, contractors, and visitors. The system includes structured safety policies, standard operating procedures, and regular monitoring mechanisms. Personal Protective Equipment (PPE) is mandatory across operational areas, and its proper usage is strictly enforced. Routine inspections, safety audits, and preventive maintenance of machinery help minimize workplace hazards. Emergency preparedness programs, including fire drills and evacuation procedures, are regularly conducted. PHI's proactive approach to safety management helps reduce workplace incidents, ensures regulatory compliance, and promotes a strong safety culture.

GRI 403-2: Hazard Identification and Risk Assessment

PHI systematically identifies workplace hazards associated with machinery, material handling, electrical systems, and logistics operations. Risk assessments are conducted periodically to evaluate potential hazards and determine appropriate control measures. Preventive actions such as machine guarding, safety signage, and standard operating procedures are implemented to mitigate risks. Employees are encouraged to report unsafe conditions and near-miss incidents, fostering a proactive safety culture. All incidents are thoroughly investigated to identify root causes and implement corrective and preventive actions. Continuous monitoring and review of risk assessments ensure that safety measures remain effective and aligned with operational changes and regulatory requirements.

GRI 403-5: Safety Training

PHI conducts regular safety training programs to enhance employee awareness and competence in workplace safety practices. Training sessions cover areas such as proper use of PPE, emergency response procedures, fire safety, material handling, and hazard identification. New employees undergo safety induction training before starting work, while existing employees receive periodic refresher training. Toolbox talks, safety campaigns, and awareness sessions are organized to reinforce safe behavior. Specialized training is provided for operating critical equipment and handling hazardous materials. These initiatives ensure that employees are well-informed, capable of managing risks, and actively contribute to maintaining a safe and incident-free workplace.

GRI 404-2: Employee Training and Development

PHI invests in employee development through structured training programs aimed at enhancing technical skills, safety awareness, and ESG knowledge. Training includes operational processes, machinery handling, quality control, environmental management, and IT systems. Employees are also trained in digital tools and cybersecurity practices to support modern business operations. Continuous learning opportunities, workshops, and knowledge-sharing sessions are encouraged to improve competency and innovation. Skill development programs help employees adapt to evolving technologies and operational requirements. PHI believes that empowering employees through training enhances productivity, job satisfaction, and overall organizational performance while supporting long-term sustainability goals.

GRI 405-1: Diversity and Equal Opportunity

PHI is committed to promoting diversity, equity, and equal opportunity across all levels of the organization. The company follows a non-discriminatory approach in recruitment, training, promotion, and performance evaluation processes. Employees are assessed based on their skills, qualifications, and performance without regard to gender, age, religion, or background. PHI fosters an inclusive workplace culture where mutual respect, teamwork, and professionalism are encouraged. Policies are in place to prevent discrimination and harassment, ensuring a safe and respectful work environment. The organization continues to strengthen diversity and inclusion practices as part of its ESG commitments and corporate values.

GRI 413-1: Local Community Engagement

PHI recognizes the importance of maintaining positive relationships with the communities surrounding its operations. The company ensures that its activities do not adversely impact the local environment or society. Responsible practices such as pollution control, waste management, and traffic regulation are implemented to minimize community impact. PHI also promotes employee awareness regarding environmental responsibility and community well-being. Engagement with local stakeholders is maintained through communication, compliance with regulations, and participation in community-focused initiatives. By operating responsibly and sustainably, PHI contributes to local economic development and fosters trust and cooperation with nearby communities.

GRI 414-1: Supplier Social Assessment

PHI emphasizes responsible supply chain management by encouraging suppliers to adhere to social, environmental, and ethical standards. Supplier selection and evaluation are based on quality, compliance, reliability, and performance criteria. The company promotes awareness of ESG principles among suppliers and encourages responsible practices such as fair labor conditions, environmental protection, and regulatory compliance. PHI is working towards strengthening supplier engagement through communication, monitoring, and collaboration initiatives. Future plans include integrating ESG criteria into supplier assessments and audits. These efforts aim to enhance supply chain sustainability, reduce risks, and support responsible sourcing aligned with organizational sustainability objectives.

SUSTAINABILITY PERFORMANCE DATA

(01st April 2024 to 31st March 2025)

Appendix-1

Topic	Policy Commitment	KPI	Unit	Measure
Energy Management	Reduce dependence on non-renewable energy	Electricity Consumption (Non-renewable)	MWH	12481
Energy Management	Increase use of renewable energy	Electricity Consumption (Renewable)	MWH	1824
Energy Management	Minimize fossil fuel usage	Fuel Consumption (Non-Renewable)	MWH	376.8
Energy Management	Promote clean energy alternatives	Fuel Consumption (Renewable)	MWH	49.3
Energy Management	Improve energy efficiency in operations	Steam (Non-renewable)	MWH	80.33
Energy Management	Increase renewable steam usage	Steam (Renewable)	MWH	19.77
Air Emissions	Reduce air pollutants emissions	Air Pollution NOx Emissions	Ton	0.399
Air Emissions	Control sulfur emissions	Air Pollution SOx Emissions	Ton	0.094
Air Emissions	Minimize particulate emissions	Air Pollution PM Emissions	Ton	0.211
Water Management	Optimize water consumption	Tap Water, Industrial Water Consumption	Ton	1104
Water Management	Reduce dependency on natural water sources	Surface Water Consumption	Ton	93
Water Management	Promote groundwater conservation	Ground Water Consumption	Ton	717
Water Management	Reduce wastewater discharge	Waste Water Discharge	Ton	593
Water Management	Maintain wastewater quality standards	Biological Oxygen Demand (BOD) of Discharge Waste Water	Ton	0.140
Water Management	Maintain wastewater quality standards	Chemical Oxygen Demand (BOD) of Discharge Waste Water	Ton	0.341
Waste Management	Reduce waste generation	Waste Incineration	Ton	9.22
Waste Management	Minimize landfill disposal	Waste Disposal Land II	Ton	13.1
Waste Management	Promote recycling practices	Waste Recycling	Ton	1452
Hazardous Waste	Ensure safe disposal of hazardous waste	Hazardous Waste Incineration	Ton	6.1
Hazardous Waste	Reduce hazardous landfill disposal	Hazardous Waste Disposal Land II	Ton	4.7
Hazardous Waste	Increase hazardous waste recycling	Hazardous Waste Recycling	Ton	17.46
Circular Economy	Promote reuse and recycling	Waste Recyled/Reused	Ton	1497
Climate Change	Reduce direct emissions	Scope 1 Emissions	tCO2eq	59.77
Climate Change	Reduce indirect emissions	Scope 2 Emissions	tCO2eq	9270.59
Climate Change	Manage value chain emissions	Scope 3 Emissions	tCO2eq	6336.8

SUSTAINABILITY PERFORMANCE DATA

(01st April 2024 to 31st March 2025)

Topic	Policy Commitment	KPI	Unit	Measure
Circular Economy	Promote reuse and recycling	Waste Recyled/Reused	Ton	1497
Climate Change	Reduce direct emissions	Scope 1 Emissions	tCO2eq	59.77
Climate Change	Reduce indirect emissions	Scope 2 Emissions	tCO2eq	9270.59
Climate Change	Manage value chain emissions	Scope 3 Emissions	tCO2eq	6336.8
Occupational Health & Safety	Ensure safe workplace	Lost Time Injury Frequency Rate (LTIFR)	Percentage	0
Occupational Health & Safety	Achieve zero fatal incidents	Fatalities	Count	0
Supply Chain Management	Promote ESG compliance in supply chain	Ratio of Purchase amount from partners who performed risk diagnosis to the total amount of partners	Percentage	89
Energy & Emissions	Improve energy and emissions performance	Energy Use and GHG Emissions	MWH	12967.672
Water Management	Control water discharge	Water Discharge	Ton	615
Circular Economy	Improve waste circularity	Circular Economy and Waste	Percentage	91
Chemical Management	Ensure safe handling of chemicals	Chemical Substances	Ton	21.2
Climate Investment	Invest in emission reduction initiatives	Investments to reduce GHG Emissions and Improve Energy Efficiency	INR	5849328
Biodiversity	Protect biodiversity	Biodiversity	Percentage	12
Labor Practices	Ensure fair wages	Percentage of Employees are paid at least the legal minimum wage for the regions	Percentage	100
Labor Practices	Maintain reasonable working hours	Average working hours per employee per week	Hours	45.6
Labor Relations	Encourage worker representation	Percentage of labor union members out of all eligible employees	Percentage	47
Employee Health	Promote employee well-being	Percentage of Employee health examination rate	Percentage	98
Training & Development	Ensure safety awareness	Percentage of Average safety training completion rate	Percentage	97
Scope 3 Breakdown	Reduce upstream emissions	Purchased goods and services	tCO2eq	3393
Scope 3 Breakdown	Optimize logistics emissions	Upstream transportation and distribution	tCO2eq	412
Scope 3 Breakdown	Manage operational waste emissions	Waste generated in operations	tCO2eq	118
Scope 3 Breakdown	Reduce travel emissions	Business travel	tCO2eq	34.6
Scope 3 Breakdown	Reduce commuting impact	Employee commuting	tCO2eq	158
Scope 3 Breakdown	Improve distribution efficiency	Downstream transportation and distribution	tCO2eq	462
Governance	Improve incident reporting	Improve reporting and investigation of incidents	Count	0
Social Responsibility	Eliminate discrimination	Eliminate discrimination incidents	Count	0
Governance	Prevent fraud	Number of fraud incidents reported	Count	0
Training	Ensure employee safety awareness	Percentage Employees Trained on Health & Safety	Percentage	100
Human Rights	Promote ethical practices	Percentage Employees Trained on Human Rights (Internal & External Stakeholders)	Percentage	100

GRI Index

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

Appendix-2

GRI NO	GRI CONTENTS	PG. NO
GRI 2-1	Organizational Details	07
GRI 2-9	Governance Structure	07
GRI 2-6	Activities, Value Chain, and Business Relationships	08
GRI 2-22	Statement on Sustainable Development Strategy	08
GRI 2-23	Policy Commitments	09
GRI 2-26	Mechanisms for Advice and Concerns	09
GRI 2-29	Stakeholder Engagement Approach	10
GRI 2-30	Collective Bargaining Agreements	10
GRI 3-1	Process to Determine Material Topics	11
GRI 3-3	Management of Material Topics	11
GRI 205-2	Communication and Training about Anti-Corruption Policies	12
GRI 302-1	Energy Consumption within the Organization	13
GRI 302-4	Reduction of Energy Consumption	13
GRI 303-1	Interactions with Water as a Shared Resource	13
GRI 305-1	Direct (Scope 1) GHG Emissions	14
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	14
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	15
GRI 305-4	GHG Emissions Intensity	16
GRI 305-5	Reduction of GHG Emissions	16
GRI 306-3	Waste Generated	17
GRI 306-4	Waste Diverted from Disposal	17
GRI 307-1	Environmental Compliance	17
GRI 403-1	Occupational Health and Safety	18
GRI 403-2	Hazard Identification and Risk Assessment	18
GRI 403-5	Safety Training	18
GRI 404-2	Employee Training and Development	19
GRI 405-1	Diversity and Equal Opportunity	19
GRI 413-1	Local Community Engagement	20
GRI 414-1	Supplier Social Assessment	20

Appendix-3

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 :
Date : 26th April, 2025