

WOORY AUTOMOTIVES INDIA PVT. LTD.

A1B, MMDA Industrial Complex, Maraimalai Nagar, Chengalpattu District-603209, Tamilnadu, India.

CORPORATE RESPONSIBILITY REPORT

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

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Prepared By: Edvinraj A
(Senior Manager - Head HR)



Approved By: Yong Ho Ha
(Managing Director)

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About Us



WRI is a dedicated manufacturing and assembly company specializing in high-quality automotive air conditioning components. Our core product portfolio includes Heater Control Panels, Actuators, Field Coils, PTC (Positive Temperature Coefficient) heaters, and FETE components, designed to meet the evolving requirements of the automotive industry. With a strong focus on precision engineering, advanced manufacturing processes, and stringent quality control systems, we ensure reliable and efficient performance across all our products.

At WRI, we are committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations. We strive to minimize environmental impact through efficient resource utilization, energy conservation, and responsible waste management. Our organization promotes a safe, inclusive, and growth-oriented workplace for employees while maintaining ethical business practices and transparent governance.

Driven by innovation, customer satisfaction, and sustainability, WRI aims to be a trusted partner in the automotive component sector, delivering value through quality, reliability, and responsible manufacturing practices.

Vision

To be a globally recognized leader in automotive air conditioning components by delivering innovative, high-quality, and energy-efficient solutions, while driving sustainable growth through strong Environmental, Social, and Governance (ESG) practices.

Mission

WRI is committed to manufacturing and assembling reliable automotive components such as Heater Control Panels, Actuators, Field Coils, PTC heaters, and FETE with the highest standards of quality and precision. We aim to exceed customer expectations through continuous improvement, advanced technology, and on-time delivery. We foster a safe, inclusive, and ethical work environment, minimize environmental impact through responsible operations, and build long-term partnerships with stakeholders by upholding integrity and sustainability in all our business activities.



Core Values

1. Quality Excellence

We are committed to delivering superior automotive components by maintaining the highest standards in manufacturing, testing, and continuous improvement.

2. Customer Focus

Customer satisfaction is at the heart of our operations. We strive to understand and exceed customer expectations through reliable products and timely delivery.

3. Integrity & Ethics

We conduct our business with honesty, transparency, and accountability, ensuring compliance with all applicable laws and ethical standards.

4. Sustainability (ESG Commitment)

We integrate Environmental, Social, and Governance principles by minimizing environmental impact, promoting responsible resource use, and ensuring safe and fair working conditions.

5. Innovation & Continuous Improvement

We encourage innovation, adopt advanced technologies, and continuously improve our processes to enhance efficiency and product performance.

6. Employee Well-being & Respect

We foster a safe, inclusive, and respectful workplace that supports employee growth, engagement, and overall well-being.

7. Teamwork & Collaboration

We believe in strong teamwork and partnerships, working collaboratively with employees, suppliers, and stakeholders to achieve shared success.

Introduction

WRI is an India-based company engaged in the manufacturing and assembly of automotive air conditioning components, serving the dynamic needs of the automotive industry. Our product range includes Heater Control Panels, Actuators, Field Coils, PTC (Positive Temperature Coefficient) heaters, and FETE components, all designed to ensure performance, durability, and efficiency. With a strong emphasis on precision engineering and quality assurance, WRI adopts advanced manufacturing practices and robust testing systems to deliver reliable products that meet customer specifications and industry standards.

We are committed to integrating Environmental, Social, and Governance (ESG) principles into our operations by promoting energy efficiency, reducing environmental impact, ensuring employee well-being, and maintaining ethical business practices. Through continuous improvement, innovation, and customer-focused strategies, WRI aims to strengthen its position as a trusted and responsible partner in the automotive component manufacturing sector.



STATEMENT OF USE

GRI 1-5



This report is prepared in accordance with GRI standards for the year (01st April 2024 to 31st March 2025).

GRI 1-2: General Disclosures – Reporting Framework

This report is prepared in accordance with internationally recognized standards, including ISO 14064-1:2018 and the GHG Protocol Corporate Standard. The company ensures transparency, accuracy, and completeness in reporting by following structured methodologies and verified emission factors such as IPCC and DEFRA databases. Third-party verification has been conducted to enhance credibility. The report aligns with ESG disclosure requirements and supports stakeholders in understanding WRI's environmental impact and sustainability initiatives.

GRI 2-1: Organizational Details

Woory Automotives India Pvt. Ltd. (WRI) operates in the automotive component manufacturing sector, specializing in HVAC and air-conditioning components such as heater control panels, actuators, field coils, and PTC units. The company's manufacturing facility is located in Maraimalai Nagar, Tamil Nadu, India, serving leading automotive OEMs through quality-driven and sustainable practices. WRI integrates Environmental, Social, and Governance (ESG) principles into its operations to ensure responsible growth and regulatory compliance. The organization emphasizes operational efficiency, product reliability, energy conservation, and employee wellbeing. Continuous improvement is achieved through advanced technologies, process optimization, and adherence to international sustainability and environmental management standards.

GRI 2-2: Entities Included in Sustainability Reporting

This sustainability report covers all operations of Woory Automotives India Pvt. Ltd. (WRI) located in Tamil Nadu, including manufacturing, assembly, utilities, maintenance, administration, warehousing, and logistics functions under its operational control. The reporting boundary follows the operational control approach, ensuring inclusion of all directly managed activities. It encompasses production processes involving HVAC components such as heater control panels, actuators, field coils, and related equipment. The report includes Scope 1, Scope 2, and relevant Scope 3 emissions, along with environmental management, energy use, waste handling, water conservation, employee awareness, and compliance initiatives, ensuring transparency, completeness, and alignment with global ESG reporting practices.



GRI 2-3: Reporting Period, Frequency and Contact Point

This Corporate Sustainability Report of Woory Automotives India Pvt. Ltd. (WRI) covers the period from 1st April 2024 to 31st March 2025 and is prepared in accordance with Global Reporting Initiative (GRI) Standards. The organization follows an annual reporting cycle to ensure consistent, transparent, and comparable ESG disclosures. The report is developed using internal operational data, environmental monitoring records, training documentation, and utility consumption reports. It is intended for stakeholders including management, customers, regulators, and ESG agencies. For queries or further information, stakeholders may contact the Managing Director, HR Department, or designated ESG representatives responsible for sustainability coordination and communication.



GRI 2-5: External Assurance

WRI's GHG emissions data has been independently verified by an external agency (BMQR) in accordance with ISO 14064-3 standards. The verification process included review of data sources, emission calculations, and internal controls. The verification opinion confirms that the GHG statement is accurate, reliable, and free from material misstatements at a limited assurance level. External assurance enhances stakeholder confidence and demonstrates WRI's commitment to transparency and accountability in sustainability reporting.

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

Woory Automotives India Pvt. Ltd. (WRI) manufactures and assembles automotive air-conditioning components through integrated and quality-controlled production systems. Its value chain includes procurement of raw materials such as metals and electronic components, manufacturing, assembly, testing, packaging, and distribution to automotive OEM customers. Upstream activities involve suppliers and logistics providers, while downstream activities include product delivery and end-of-life considerations. WRI maintains relationships with suppliers, contractors, service providers, recyclers, and waste management agencies. Sustainability principles are embedded across the value chain to promote environmental protection, resource efficiency, legal compliance, and responsible manufacturing, while continuously improving operational and environmental performance.

GRI 2-9: Governance Structure and Composition

WRI has established a structured governance framework for sustainability and GHG management. A cross-functional ESG and EHS committee is responsible for driving sustainability initiatives. This committee includes the Plant Head, EHS Manager, Production Manager, Maintenance Head, and Supply Chain Manager. The governance framework ensures accountability, decision-making efficiency, and alignment with corporate sustainability goals. ESG responsibilities are integrated into operational roles, and regular reviews are conducted to track progress. This structured governance enables effective implementation of emission reduction strategies and continuous improvement in ESG performance.



GRI 2-22: Statement on Sustainable Development Strategy

WRI is committed to integrating sustainability into all areas of business operations through environmentally responsible manufacturing, efficient resource utilization, employee engagement, technological advancement, and governance excellence. The organization's sustainability strategy focuses on minimizing environmental impact, conserving natural resources, improving operational efficiency, strengthening ESG integration, and maintaining compliance with applicable regulations and customer requirements. Through energy-efficient equipment, waste reduction initiatives, greenhouse gas reduction measures, digital transformation programs, and employee awareness campaigns, WRI aims to achieve continual environmental and operational improvement. Management remains committed to supporting sustainable industrial development, enhancing stakeholder confidence, and contributing positively toward environmental conservation, social responsibility, and long-term economic sustainability.

GRI 2-23: Policy Commitments

Woory Automotives India Pvt. Ltd. (WRI) is committed to conducting its operations in alignment with established environmental, social, and governance (ESG) policies. The organization has implemented key policy frameworks covering environmental protection, occupational health and safety, quality management, ethical business conduct, and compliance with applicable laws and regulations. These policies emphasize pollution prevention, resource conservation, employee wellbeing, human rights, and anti-corruption practices. WRI ensures that all employees and relevant stakeholders are aware of these commitments through training and communication programs. Regular reviews and updates of policies are conducted to ensure continuous improvement, regulatory compliance, and alignment with international sustainability standards and organizational objectives.

GRI 2-29: Stakeholder Engagement Approach

Woory Automotives India Pvt. Ltd. (WRI) adopts a structured and transparent approach to stakeholder engagement to understand expectations and enhance sustainability performance. Key stakeholders include employees, customers, suppliers, regulators, local communities, and business partners. Engagement methods include regular meetings, training programs, audits, feedback mechanisms, surveys, and compliance reporting. The organization ensures open communication channels to address stakeholder concerns and incorporate their inputs into decision-making processes. WRI prioritizes material issues such as environmental impact, workplace safety, product quality, and ethical practices. Continuous engagement enables the company to build trust, strengthen relationships, and align its ESG strategies with stakeholder expectations and long-term business objectives.





GRI 3-1: Process to Determine Material Topics

WRI identified material sustainability topics through evaluation of operational activities, environmental impacts, stakeholder expectations, legal obligations, customer requirements, and internal management priorities. The organization considered key operational areas including energy consumption, greenhouse gas emissions, waste generation, water management, chemical handling, employee awareness, digital transformation, pollution prevention, and sustainable resource utilization while determining material topics. Inputs from management reviews, internal audits, employee discussions, environmental monitoring activities, and operational performance evaluations were considered during the materiality assessment process. The identified topics represent areas that significantly influence organizational sustainability performance and stakeholder interests. WRI periodically reviews material topics to ensure continued relevance, operational effectiveness, and alignment with ESG objectives.

GRI 3-2: List of Material Topics

The organization identified several material sustainability topics that significantly influence operational performance and environmental responsibility. Key material topics include energy conservation, greenhouse gas reduction, water management, waste management, air emission control, chemical and hazardous substance management, employee awareness and participation, IT infrastructure improvement, sustainable resource utilization, operational efficiency, compliance management, and pollution prevention. Additional material topics include responsible manufacturing practices, preventive maintenance, digital transformation, data security, resource optimization, and continual environmental improvement. These topics were selected based on operational significance, stakeholder expectations, regulatory requirements, environmental impact potential, and organizational sustainability objectives. WRI continuously monitors these material topics to ensure consistent sustainability performance improvement.



GRI 205: Anti-Corruption

WRI maintains a zero-tolerance policy toward corruption and unethical practices. The organization has established internal controls and policies to prevent bribery, fraud, and misconduct. Employees are trained on ethical business practices and are encouraged to report any suspicious activities through established reporting mechanisms. Management ensures strict compliance with applicable laws and corporate governance standards. Regular monitoring and audits are conducted to identify and mitigate corruption risks. WRI's commitment to integrity and transparency strengthens stakeholder trust and supports sustainable business operations.

GRI 206: Anti-Competitive Behavior

WRI conducts its business operations in compliance with fair competition laws and regulations. The organization avoids practices such as price fixing, market allocation, and unfair trade behavior. Employees are guided to adhere to ethical business practices and maintain transparency in dealings with customers, suppliers, and competitors. WRI ensures that all business decisions are based on fair and lawful practices. By promoting healthy competition and ethical conduct, the company contributes to a transparent and responsible business environment.

ENVIRONMENT

GRI 302-1: Energy Consumption Within the Organization

WRI continuously monitors and manages electricity consumption across manufacturing operations, assembly lines, utility systems, lighting infrastructure, testing stations, compressors, CNC machines, curing chambers, and office facilities. Energy consumption management forms an essential component of the organization's environmental sustainability strategy. Energy-efficient operational practices such as installation of LED lighting systems, preventive maintenance of machinery, controlled equipment usage, automated shutdown practices, and optimized production planning are implemented to minimize unnecessary electricity consumption. The organization encourages employees to adopt energy-saving behaviors and continuously reviews energy performance indicators for identifying improvement opportunities. These initiatives contribute toward reducing operational costs, minimizing greenhouse gas emissions, and supporting responsible industrial energy management.

GRI 302-4: Reduction of Energy Consumption

WRI implemented several initiatives to reduce overall energy consumption during the reporting period. The organization achieved measurable energy savings through installation of energy-efficient machinery, compressor leakage reduction programs, preventive maintenance schedules, optimized machine operations, and improved production planning. Energy-efficient systems including CNC winding machines, spot welding machines, and curing chambers contributed significantly toward reducing electricity consumption and improving operational performance. Awareness programs encouraged employees to switch off idle equipment and follow responsible operational practices. The company achieved approximately 8% reduction in annual electricity consumption through these initiatives. Reduced energy usage also contributed toward lower greenhouse gas emissions and improved environmental sustainability performance across operational activities.



ENVIRONMENT

GRI 303-1: Water and Effluents

WRI recognizes water as a critical natural resource and ensures its responsible use across manufacturing and utility operations. Water is primarily consumed for domestic use, equipment cleaning, and limited process applications. The organization monitors water consumption through periodic tracking and implements conservation measures such as leak prevention, controlled usage practices, and awareness programs. Effluent generation is minimal and managed through proper disposal systems in compliance with regulatory requirements. WRI promotes water conservation through employee engagement initiatives and aims to further reduce water consumption by adopting recycling systems, rainwater harvesting, and efficient water management technologies.

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

WRI reported total Scope 1 emissions of 84.36 tCO₂e during FY 2024–25. These emissions arise primarily from stationary combustion (diesel generators), mobile combustion (company vehicles), and fugitive emissions such as refrigerant leakage during HVAC testing. Process emissions are negligible. The company has identified key opportunities to reduce Scope 1 emissions, including reducing diesel generator usage, transitioning to electric vehicles, and improving refrigerant management practices. These initiatives are expected to significantly lower direct emissions and contribute to overall decarbonization goals.

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

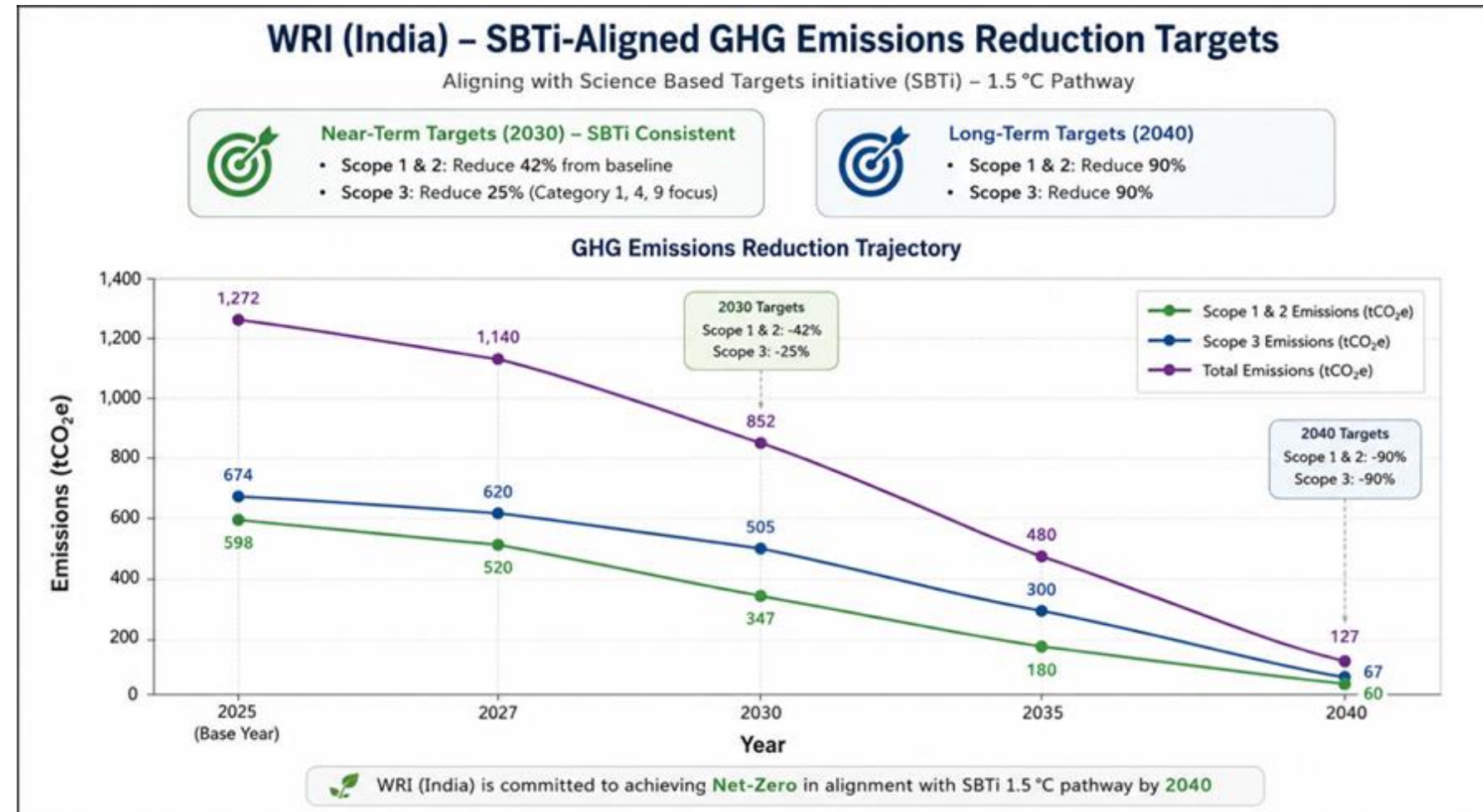
Scope 2 emissions for WRI amount to 513.60 tCO₂e, making it a major contributor to total emissions. These emissions are primarily due to purchased electricity used in manufacturing operations. The company's high dependence on grid electricity highlights the need for renewable energy adoption. Planned initiatives include rooftop solar installations, green power procurement, and energy-efficient equipment upgrades. These measures aim to reduce Scope 2 emissions by up to 30% by 2030, aligning with WRI's long-term sustainability strategy and climate commitments.

ENVIRONMENT

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

Scope 3 emissions are the largest contributor, totaling 674.31 tCO₂e. Upstream emissions (472.02 tCO₂e) include raw material procurement, supplier manufacturing, and transportation. Downstream emissions (202.29 tCO₂e) include product distribution and end-of-life treatment. These emissions highlight the importance of supply chain engagement and lifecycle management. WRI plans to implement supplier ESG programs, optimize logistics, and improve product recyclability. Addressing Scope 3 emissions is critical for achieving comprehensive carbon reduction and aligning with global sustainability expectations.

SBTi-Aligned Targets



SBTi Target Trajectory

Year	Scope 1 & 2 Target (tCO ₂ e)	Reduction %	Scope 3 Target (tCO ₂ e)	Reduction %	Total (tCO ₂ e)	Reduction %
2025 (Base)	597.96	0%	674.31	0%	1272.27	0%
2027	520	-13%	620	-8%	1140	-10%
2030	347	-42%	505	-25%	~852	-33%
2035	180	-70%	300	-56%	~480	-62%
2040	60	-90%	67	-90%	~127	-90%

ENVIRONMENT

GRI 305-4: GHG Emissions Intensity

WRI tracks emission intensity indicators to assess efficiency. The company reports approximately 351 tCO₂e per employee, 0.85 tCO₂e per ton of production, and 0.002 tCO₂e per unit produced. These metrics help evaluate environmental performance relative to operational output. Monitoring intensity enables benchmarking and identification of efficiency improvements. WRI aims to reduce these intensity ratios through energy optimization, process improvements, and adoption of low-carbon technologies. Continuous tracking of intensity indicators ensures better performance management and supports strategic decision-making.

GRI 305-5: Reduction of GHG Emissions

WRI has implemented multiple initiatives to reduce emissions, including LED lighting, energy-efficient motors, and preventive maintenance. Future plans include rooftop solar installation, green electricity sourcing, electrification of internal transport, and supplier engagement programs. The company has set ambitious targets, aiming to reduce emissions to approximately 852 tCO₂e by 2030 and achieve near net-zero emissions by 2040. These initiatives are aligned with SBTi-based targets and demonstrate WRI's commitment to long-term climate action and sustainable growth.





GRI 401: Employment

WRI is committed to fair employment practices and provides equal opportunities to all employees without discrimination. The organization follows ethical recruitment processes, ensuring transparency and merit-based hiring. Employees are provided with stable employment, fair wages, statutory benefits, and career development opportunities. WRI promotes a positive work culture by encouraging diversity, inclusion, and employee engagement. Training programs, skill development initiatives, and performance evaluations are conducted regularly to enhance employee capabilities. The company prioritizes employee satisfaction, retention, and wellbeing, ensuring a productive workforce aligned with organizational goals and sustainability commitments.

GRI 402: Labor/Management Relations

WRI maintains strong labor-management relationships through open communication, mutual respect, and structured grievance mechanisms. Employees are encouraged to participate in discussions related to workplace improvements, safety, and operational efficiency. Regular meetings between management and employees ensure transparency and address concerns effectively. The organization complies with labor laws and ensures that any significant operational changes are communicated in advance. WRI promotes a collaborative work environment that strengthens trust, enhances employee morale, and supports long-term organizational stability through proactive engagement and constructive dialogue.

GRI 403: Occupational Health & Safety

Employee health and safety is a top priority at WRI. The organization has implemented a comprehensive safety management system that includes risk assessments, hazard identification, use of personal protective equipment (PPE), and emergency preparedness programs. Regular safety training sessions and mock drills are conducted to enhance employee awareness and preparedness. Workplace inspections and preventive maintenance activities ensure a safe working environment. Incident reporting and investigation systems help identify root causes and prevent recurrence. WRI continuously improves its safety standards to minimize workplace risks and promote a culture of safety and wellbeing.

GRI 413: Local Communities

Woory Automotives India Pvt. Ltd. (WRI) is committed to supporting the development and wellbeing of local communities surrounding its operations. The organization ensures that its activities do not negatively impact the environment or nearby populations by adhering to all applicable environmental and social regulations. WRI promotes community engagement through awareness programs, environmental initiatives, and opportunities for local employment. Open communication channels are maintained to address community concerns promptly and effectively. The company also encourages participation in sustainability initiatives that benefit society. Through responsible operations and proactive engagement, WRI aims to build long-term, positive relationships with local stakeholders.

GRI 414: Supplier Social Assessment

WRI evaluates its suppliers based on defined social, ethical, and environmental criteria to ensure responsible sourcing practices across its value chain. Suppliers are expected to comply with labor laws, human rights standards, workplace safety norms, and environmental regulations. The organization conducts periodic assessments and encourages suppliers to align with ESG expectations through awareness and engagement programs. WRI collaborates with suppliers to improve sustainability performance and operational transparency. In cases of non-compliance, corrective actions are recommended and monitored for effectiveness. This structured approach ensures responsible procurement, strengthens supply chain resilience, and extends sustainability principles beyond organizational boundaries.



GRI 415: Public Policy

Woory Automotives India Pvt. Ltd. (WRI) conducts its operations in strict compliance with all applicable laws and regulatory requirements, maintaining transparency and integrity in all dealings. The organization does not engage in political contributions or attempt to influence public policy unlawfully. WRI maintains a neutral stance in political matters and ensures that any involvement in policy discussions is ethical, transparent, and focused on industry development and sustainability. All interactions with government authorities and regulatory bodies are conducted responsibly. This commitment reinforces strong governance practices and ensures alignment with legal frameworks and ethical business conduct.



GRI 419: Socioeconomic Compliance

WRI ensures full compliance with all applicable legal, environmental, and socioeconomic regulations governing its operations. The organization adheres to labor laws, occupational health and safety standards, environmental protection requirements, and corporate governance norms. Regular internal audits, inspections, and compliance reviews are conducted to identify potential gaps and ensure adherence to statutory obligations. WRI maintains accurate documentation and reporting systems to support transparency and accountability. Any instances of non-compliance are addressed promptly through corrective and preventive actions. This proactive approach strengthens organizational credibility, minimizes risks, and supports sustainable and responsible business operations.

SUSTAINABILITY PERFORMANCE DATA

(01st April 2024 to 31st March 2025)



Topic	Policy Commitment	KPI	Unit	Measure
Energy Management	WRI is committed to optimizing energy consumption and increasing the share of renewable energy in operations.	Electricity Consumption (Non-renewable)	MWH	658.45
Energy Management	Promote renewable energy adoption to reduce carbon footprint.	Electricity Consumption (Renewable)	MWH	1851.03
Energy Management	Reduce dependency on fossil fuels through cleaner alternatives.	Fuel Consumption (Non-Renewable)	MWH	31.61
Energy Management	Encourage transition to renewable fuel sources.	Fuel Consumption (Renewable)	MWH	0
Air Emissions	Control and minimize air pollutant emissions through advanced technology and monitoring.	Air Pollution NOx Emissions	Ton	1.38
Air Emissions	Ensure compliance with environmental standards for emissions.	Air Pollution SOx Emissions	Ton	0.21
Air Emissions	Implement dust and particulate control measures.	Air Pollution PM Emissions	Ton	0.14
Water Management	Promote efficient water usage and conservation practices.	Tap Water, Industrial Water Consumption	Ton	2333.38
Water Management	Utilize alternative water sources responsibly.	Surface Water Consumption	Ton	27.18
Water Management	Monitor and reduce groundwater extraction.	Ground Water Consumption	Ton	1216.68
Water Management	Ensure safe and compliant wastewater discharge.	Waste Water Discharge	Ton	1980.69
Water Management	Maintain wastewater quality within permissible limits.	Biological Oxygen Demand (BOD) of Discharge Waste Water	Ton	0.80
Water Management	Improve treatment efficiency to reduce pollutants.	Chemical Oxygen Demand (COD) of Discharge Waste Water	Ton	1.58
Waste Management	Adopt responsible waste disposal methods.	Waste Incineration	Ton	3.88
Waste Management	Minimize landfill waste through segregation and reduction.	Waste Disposal Land II	Ton	10.52
Waste Management	Promote recycling and reuse practices.	Waste Recycling	Ton	21.80
Hazardous Waste	Ensure safe disposal of hazardous waste.	Hazardous Waste Incineration	Ton	1.59
Hazardous Waste	Comply with regulations for hazardous landfill disposal.	Hazardous Waste Disposal Land II	Ton	1.06
Hazardous Waste	Increase recycling of hazardous materials where possible.	Hazardous Waste Recycling	Ton	0.97
Circular Economy	Strengthen circular economy through reuse and recycling.	Waste Recycled/Reused	Ton	22.88
Climate Change	Reduce direct greenhouse gas emissions.	Scope 1 Emissions	tCO2eq	84.36
Climate Change	Lower indirect emissions through energy efficiency.	Scope 2 Emissions	tCO2eq	513.6

SUSTAINABILITY PERFORMANCE DATA

(01st April 2024 to 31st March 2025)



Topic	Policy Commitment	KPI	Unit	Measure
Climate Change	Address value chain emissions through sustainable sourcing.	Scope 3 Emissions	tCO2eq	674.31
Occupational Health & Safety	Maintain zero harm workplace environment.	Lost Time Injury Frequency Rate (LTIFR)	Percentage	0
Occupational Health & Safety	Ensure no fatal incidents across operations.	Fatalities	Count	0
Supply Chain Sustainability	Promote ESG compliance among suppliers.	Ratio of Purchase amount from partners who performed risk diagnosis to the total amount of partners	Percentage	72.42
Energy & Emissions	Continuously monitor energy use and emissions.	Energy Use and GHG Emissions	MWH	658.45
Water Management	Improve water discharge efficiency.	Water Discharge	Ton	4495.02
Circular Economy	Enhance waste recycling efficiency.	Circular Economy and Waste	Percentage	77.52
Chemical Management	Ensure safe handling and usage of chemicals.	Chemical Substances	Ton	21.87
Climate Investment	Invest in energy-efficient and low-carbon technologies.	Investments to reduce GHG Emissions and Improve Energy Efficiency	INR	949728.04
Biodiversity	Support biodiversity conservation initiatives.	Biodiversity	Percentage	12
Labor Practices	Ensure fair wages as per legal requirements.	Percentage of Employees are paid at least the legal minimum wage for the regions	Percentage	100
Labor Practices	Maintain balanced working hours.	Average working hours per employee per week	Hours	45.04
Labor Relations	Encourage employee representation.	Percentage of labor union members out of all eligible employees	Percentage	45.9
Employee Health	Promote regular health check-ups.	Percentage of Employee health examination rate	Percentage	66.3
Training & Development	Ensure safety awareness among employees.	Percentage of Average safety training completion rate	Percentage	100
Scope 3 Emissions	Reduce emissions from procurement activities.	Purchased goods and services	tCO2eq	624.5
Scope 3 Emissions	Optimize logistics to reduce emissions.	Upstream transportation and distribution	tCO2eq	8.42
Scope 3 Emissions	Manage emissions from waste generation.	Waste generated in operations	tCO2eq	1.63
Scope 3 Emissions	Promote low-carbon business travel.	Business travel	tCO2eq	3.28
Scope 3 Emissions	Encourage sustainable commuting options.	Employee commuting	tCO2eq	8.42
Scope 3 Emissions	Reduce downstream logistics emissions.	Downstream transportation and distribution	tCO2eq	8.54
Governance	Strengthen incident reporting mechanisms.	Improve reporting and investigation of incidents	Count	0
Governance	Enforce zero tolerance for discrimination.	Eliminate discrimination incidents	Count	0
Governance	Maintain ethical business practices.	Number of fraud incidents reported	Count	0
Training	Ensure workforce safety competency.	Percentage Employees Trained on Health & Safety	Percentage	100
Human Rights	Promote awareness on human rights.	Percentage Employees Trained on Human Rights (Internal & External Stakeholders)	Percentage	100

GRI Index



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

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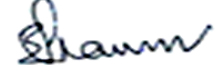
INDEPENDENT ASSURANCE STATEMENT

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.bmqrassuranc.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

