



# FREIGHT CONSOLIDATORS (MADRAS) PVT LTD

II Floor, No. 25, Flowers Road, Purasawalkam, Chennai – 600084, Tamilnadu, India.



# CORPORATE SUSTAINABILITY REPORT

For the Year (01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025)

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# About us

# Going Beyond Global

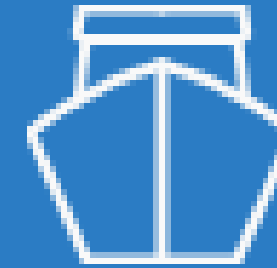
We make domestic and global logistics our business, so you can focus on yours. The world is within reach, and getting your goods to any place you imagine is easier than you think. The Freight Consol International way of working will ensure that your business can thrive anywhere and everywhere, so let's get started.

# Ship faster. Ship smarter.

Easy transfers across multiple modes of transport.



Air freight



Ocean freight



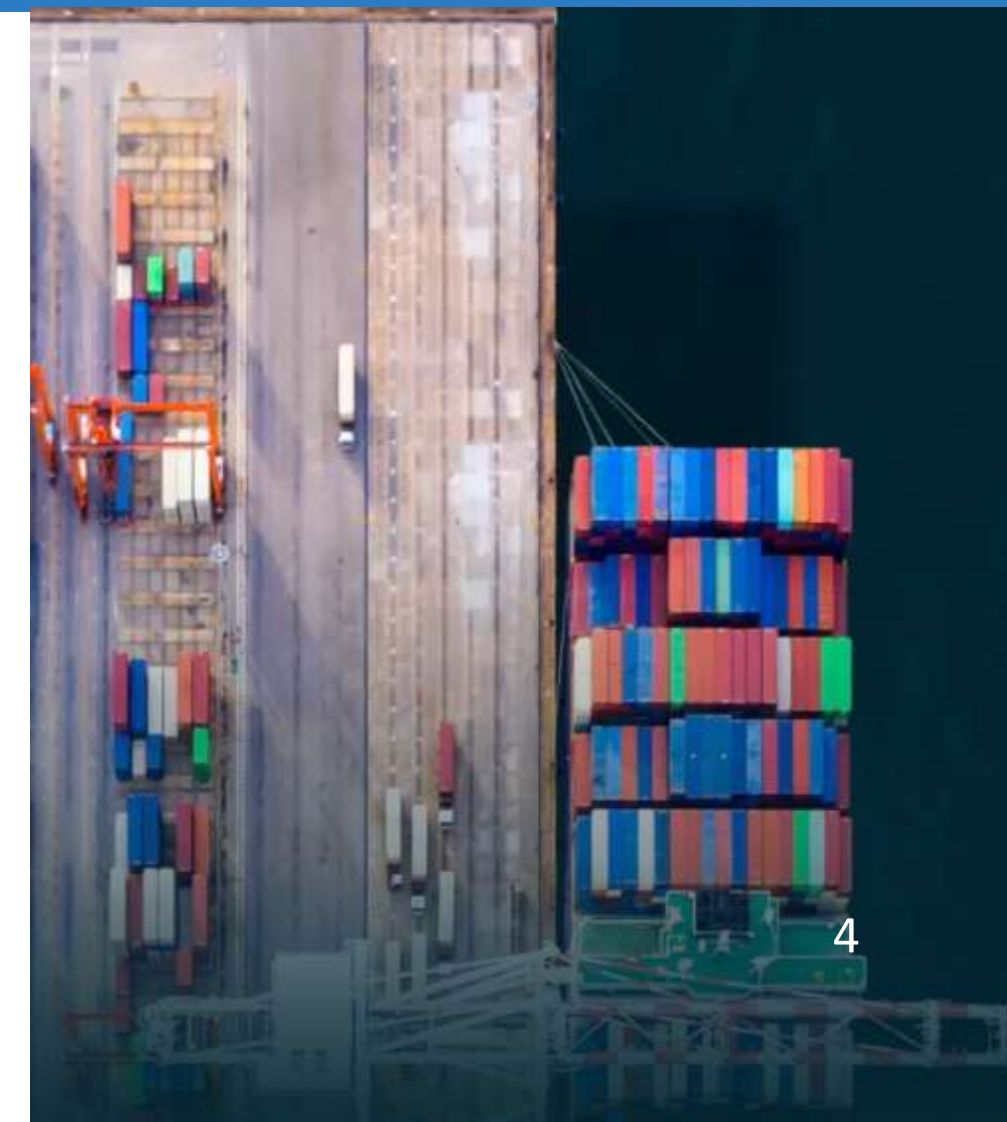
Road transport



Supply chain

## Ship confidently. Ship smarter. The Freight Consol International way.

We bring our best efforts to bring out the best in you and bring the world within your reach. Be it Singapore, Shanghai or San Francisco, we connect you with the world through the many connections we've fostered over the past three decades. In our journey forward, we're all set to establish more connections, open up more trade routes and facilitate more opportunities for you.



# Connecting...

**120,000+**

shipments  
annually

**7000+**

customers

**1500+**

employees

**200+**

destinations

We deliver. Period.

Real-time tracking

Transparent pricing

Easy payments

Fast & efficient delivery



## High-impact services that keep you moving.

The next time you send out cargo, whether to Cairo, Chicago or Calicut, choose a logistics provider who goes the extra mile, has a dedicated staff ready to answer your queries, and offers competitive prices for comprehensive services. That's Freight Consol International for you.



## From a domestic player to a global force

Freight Consol International was incorporated in 1994. The company has witnessed acceleration in growth and ascendance in rank, growing to over multiple times its original size and creating stronger links across the world.

# About our Leadership



With a career spanning over 34 years, Mr. T J Srinivasaraj (Chairman & Managing Director, Freight Consol International) has battled the odds from starting as an Executive in a reputed express company to profitably running multimillion-dollar logistics companies. His motto: simple living, high thinking.

Before building Freight Consol International, he acted as a Chairman & Managing Director for a global Fortune 500 company. Mr. T J Srinivasaraj has a master's degree in Logistics. His leadership is widely followed and his attention towards the well-being of his employees has always taken precedence over any daily affair. He comes with strong board governance skillset and financial acumen. He is result-driven, believes in freedom in the workspace and with a positive outlook, maintains clear focus on high quality of services delivered.

For his contribution to the field of logistics, he has won many awards till date. Under his leadership, he employs more than 1500 employees in India and around the world.



**T J Srinivasaraj**  
**Chairman & Managing Director**

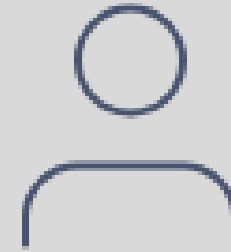
# Where Man, Machine and Technology Converge



## Our Mission

To be India's leading supply chain solutions provider by means of our industry expertise, people, processes and network

## Core Values



### Client First

As our client, you and your needs come first. A round-the-clock support team ensures that all of your queries and your needs are addressed to.



### Safety above all

Right from the moment we pick up your shipment to the second it's delivered, we value safety first and foremost.



### Complete Transparency

Not all surprises are pleasant. Be it pricing, guidelines or customs, we believe in complete transparency. No piece of information will be left untold. You will know what we know.

## Our Vision

To create sustainable growth, a carbon friendly future driven by tech and innovation.

## Licensed to ship

Freight Consol International is an approved IATA agent since 1996 and an active member of Air Cargo Agents Association of India (ACAAI), Individual Member of International Federation of Freight Forwarders Associations (FIATA) and Allied Member of Federation of Freight Forwarders' Associations in India (FFI). We have also obtained the MTO licence as a Multimodal operator and are a part of the largest global network of WCA/WPA/FM.

# Our Services

High impact services  
that keep you moving.

At Freight Consol International, we offer a wide range of logistics solutions that cater to all of your needs. Save time and money on your next shipment with us. Let us show you how we put the best resources towards getting your shipment delivered on time and at competitive costs.

Where speed meets saving

3000+ clients. 5000+ global destinations. 24/7 support. The numbers look good. Once you see the size of our network, shipping speed, and optimised rates, we think you'll agree.

## Logistics Services



**Air Freight**



**Ocean Freight**



**Multimodal Transport**



**Projects**



**Road Freight**

## Supply Chain Services



**Customs Brokerage**



**Insurance**



**Packaging**



**Warehousing**

# FREIGHT BY FLIGHT

We'll take your business around the world and to new heights. Our robust air freight network and team of experts will ensure that your goods get where they need to be, on time and in mint condition.

## Air Freight

When the ETA for your goods needs to be ASAP, air freight is the way to go. Our 360 degree services ensure that all your shipping needs are taken care of; size of shipment, time of delivery, distance of destination and complex clearances no bar.

### Process



Once you place your order via mail or fax, our field staff will collect the documents and consignments from the shipper.

#### The paperwork



We'll evaluate the size and weight of your cargo, find just the right carrier to fly your goods to their destination, and map out the best, quickest, most optimised route to get them there.

#### The right plane (and place)



Our teams will be working hard at every step of the journey to ensure that your shipment is delivered on time to your end consumer.

#### Partners till the end

## Benefits



### Global network

An IATA agent, Freight Consol International connects your business with international hubs across the world such as the USA, UK, Malaysia, Singapore, China, Italy, Germany and more.

### Full service

You place your order, and we'll handle the rest. From pick-up to customs clearance, from tracking to delivery, we'll be at your service to ensure that your shipments are on track.

### 24-hour support

Our dedicated team is on the job, tracking every step of your shipment. We're available 24/7 to ensure that your goods reach their destination quickly, accurately, and cost-efficiently.

### Special shipments

If your goods have special movement, storage and handling requirements, we have the expertise, network and manpower to get them in place. Be it perishable commodities or precision equipment, sensitive cargo or a temperature controlled one - we've got it covered.

### Bespoke solutions

We provide personalised intermodal solutions to all seaports and airports around the world, and also provide a combination of air and overland transportation services for fast freight transportation to an inland destination.

### Esteemed company

More than 3000 clients across the world have chosen us as their freight partner, because of the competitive advantage we give them. By joining them, you get a logistics partner that can do the most for your business.

# SHIP IT BY SHIP

We'll set sail over the open seas and take your business wherever it needs to be. With our global network of offices and connections with ocean carriers, we go the extra nautical mile to keep you and your customers happy.

## Ocean Freight

For safe, secure passage of goods with a comfortable transit time, avail of our comprehensive ocean freight services. Be it Full Container Load (FCL), Less than Container Load (LCL) or a non-standard shipment, we'll create customised solutions for your business.

### Process



Once our agent receives your order via mail or fax, the field staff collect the documents and consignments from the shipper.

### Documentation



Finding the best ocean carrier is what makes us the best in the business. We also chart the best route and find the ship with the best crew for the job.

### Port to port



Our teams work through every step of the way to ensure that your shipment is delivered on-time to your end customer.

### With you all the way

## Benefits

### Shipping bulk

We are adept at handling overweight and out-of-gauge shipments which do not fit into standard containers. We use the best suitable sea freight carrier and break-bulk service keeping in mind your cost and service requirement.

### Every shipment is precious

We go the extra nautical mile by providing you with the latest updates from the current location of your shipment to handling customs brokerage, quality control and inspections.

### Gain the winning edge

Competitive advantage is what makes Freight Consol International a preferred choice for over 3000 clients across the world. Gain the winning edge with the logistics partner who brings the best out of your business.

### Containers matter

The type of containers matter. Whether you need flat rack or open top containers, mafi trailers, flatbeds or other types of special equipment, we've got you covered.

### 24-hour support

We are at your service 24/7 to make sure your goods reach their destinations around the world in the best possible transit time and at cost-efficient routes.

### Customised solutions

Customised solutions for your evolving and unique ocean freight needs define our reputation as a 25+ year old seasoned company. Tell us your complex requirement and we'll create a solution aimed at satisfying you.

# GET YOUR GOODS ON THE ROAD

We give your goods wheels, and get them to their destination quickly and efficiently. As we hit the road, we'll manage your overland transportation along with the required customs, and government requirements.

## Road Freight

For safe, speedy and secure domestic transport of goods, choose Freight Consol International road freight service. Our experienced team will manage your shipment while meeting all requirements, and ensure that your goods arrive at the destination safe and intact.

### Process



Once our agent receives your order via mail or fax, the field staff collect the documents and consignments from the shipper.

### Documentation



With an experienced team of professionals, we match your freight with the right vehicle and the right route. When your cargo's on the road with us, it's in safe hands.

### On the road



Our teams work through every step of the way to ensure that your shipment is delivered on-time to your end customer.

### With you all the way

## Benefits



### End to end

We offer flexible, non-asset-based solutions with short and long haul capabilities. We also have a diverse range of equipment for any kind of shipment.

### The wheels matter

Dry van, refrigerated trailers, flatbed, LTL, TOFC whatever type of vehicle your cargo needs, your cargo gets.

### Services with a smile

We bring experience, creativity, and insight to the table, making your shipping obstacles easy to cross. From account management to invoice auditing and comprehensive reporting, we offer a range of services to manage your transportation.

### 24-hour support

We are at your service 24/7 to make sure your goods reach their destinations in the best possible transit time and at cost-efficient routes.

### Gain the winning edge

Competitive advantage is what makes Freight Consol International a preferred choice for over 3000 clients across the world. Gain the winning edge with the logistics partner who brings the best out of your business.

### A solution for every shipment

Be it part load, full load, or any multimodal solution, we believe in solutioning for every requirement of yours with the utmost care.

# FREIGHT BY DESIGN

We'll take your goods and business where it needs to be, by the means it takes to get there. By combining the strengths of air, sea, rail, road and inland waterways transportation, we provide efficient, integrated freight services that are optimised for time and costs.

## Multimodal Freight

If you're seeking a supply chain partner who can provide seamless end-to-end, multimodal freight services, look no further. Our 360 degree services ensure that all your multimodal shipping needs are taken care of.

### Process



Once our agent receives your order via mail or fax, the field staff collect the documents and consignments from the shipper.

### Documentation



Freight Consol International relies on its global network of industry veterans to bring you the best solution and the winning edge over others.

### The professional edge



Our teams work through every step of the way to ensure that your shipment is delivered on-time to your end customer.

### With you all the way

## Benefits



### 360-degree integration

Freight Consol International has been designing and managing end-to-end services that are fully integrated to maximize efficiencies, while cutting costs and protecting the natural environment.

### 24-hour support

We are at your service 24/7 to make sure your goods reach their destinations in the best possible transit time and at cost-efficient routes.

### Gain the winning edge

Competitive advantage is what makes Freight Consol International a preferred choice for over 3000 clients across the world. Gain the winning edge with the logistics partner who brings the best out of your business.

### Fast, efficient and environment-friendly

We operate cross-border and cross-seas with all the supporting services. From customs house brokerage to cross-docking, consolidation, de-consolidation and reverse logistics, Freight Consol International puts its best foot forward when it comes to your cargo.

### Across the border. Across the sea.

We are at your service 24/7 to make sure your goods reach their destinations around the world in the best possible transit time and at cost-efficient routes.

### Uniquely customised for you

Every multimodal solution is unique. Tell us your complex requirement and we'll find the best possible solution.

# Opening up borders by closing the gap.

With a global presence, Freight Consol International offers an exciting and challenging career full of opportunities to see the world, make lasting connections and have a fulfilling occupation that is beneficial in the long run. We are present in all major air and sea ports across India and in many international hubs spanning many continents including North America, Europe and Asia.

## Europe and Asia.









We are an approved IATA agent since 1996. We are also an active member of Air Cargo Agents Association of India (ACAAI), Individual Member of International Federation of Freight Forwarders Associations (FIATA) and Allied Member of Federation of Freight Forwarders' Associations in India (FFI).

We have obtained the MTO licence as a multimodal operator and are a part of largest global network of WCA/WPA/FM.



# Tap into our competitive advantage

Freight Consol International is changing the way shippers think about freight services by driving service excellence into the three most critical areas of supply chains: international ocean and air freight, domestic truckload and LTL shipping, and drayage services.

 <b>Transparent pricing</b>	 <b>Real-time tracking</b>	 <b>Warehouse storage</b>	 <b>Security for cargo</b>
 <b>Easy payment methods</b>	 <b>Fast &amp; Efficient delivery</b>	 <b>Personalized solutions</b>	 <b>24/7 Support</b>

## Where the company culture is centered around you

Freight Consol International is changing the way shippers think about freight services by driving service excellence into the three most critical areas of supply chains: international ocean and air freight, domestic truckload and LTL shipping, and drayage services.

# ISO CERTIFICATIONS



**ISO 45001:2018** is an international standard for occupational health and safety management systems. It helps organizations identify hazards, reduce workplace risks, and improve employee safety. The standard promotes proactive risk prevention, legal compliance, and continual improvement, ensuring a safe and healthy work environment for employees, contractors, and stakeholders.



**ISO 28000:2022** is an international standard for security management systems in supply chains. It helps organizations identify risks, enhance security controls, and ensure safe movement of goods. The standard promotes resilience, compliance, and continuous improvement, protecting assets, people, and information across logistics and global supply chain operations.



**ISO 14001:2015** is an international standard for environmental management systems. It helps organizations reduce environmental impacts, comply with regulations, and improve sustainability performance. The standard focuses on resource efficiency, waste reduction, pollution prevention, and continual improvement, enabling organizations to operate responsibly while enhancing environmental protection and long-term business success.



**ISO 50001:2018** is an international standard for energy management systems. It helps organizations improve energy performance, reduce consumption, and lower costs. The standard promotes efficient energy use, compliance with regulations, and continual improvement, enabling organizations to minimize environmental impact while enhancing sustainability and operational efficiency.



**ISO/IEC 27001:2022** is an international standard for information security management systems. It helps organizations protect sensitive data, manage risks, and ensure confidentiality, integrity, and availability of information. The standard promotes risk-based controls, legal compliance, and continual improvement, strengthening data security, resilience, and trust across digital and business operations.

# UN SDGS ALIGNED



# Statement of Use

## GRI 1-5

This report is prepared in accordance with GRI standards for the Period January 2025 to December 2025.



# INTRODUCTION



FCMPL is a leading logistics and supply chain solutions provider in India, offering comprehensive and integrated services across domestic and international markets. With a strong focus on efficiency, reliability, and innovation, FCMPL specializes in integrated logistics, international freight forwarding, and end-to-end supply chain management. The company supports businesses of all sizes by delivering customized solutions that streamline operations, optimize costs, and enhance overall supply chain performance.

At the core of FCMPL's operations is a commitment to excellence and customer satisfaction. The organization leverages advanced technologies, robust infrastructure, and a skilled workforce to ensure seamless movement of goods across various modes of transport, including air, sea, and land. Its international freight forwarding services are designed to handle complex global logistics requirements, ensuring timely delivery and compliance with all regulatory standards.

FCMPL is also deeply committed to integrating Environmental, Social, and Governance (ESG) principles into its business practices. Environmentally, the company strives to reduce its carbon footprint through efficient route planning, fuel optimization, and the adoption of sustainable logistics practices. Socially, FCMPL prioritizes employee well-being, safety, diversity, and community engagement, fostering a positive and inclusive workplace culture. From a governance perspective, the company maintains high standards of transparency, ethical conduct, and regulatory compliance in all its operations.

By aligning its business strategy with ESG principles, FCMPL not only enhances its operational resilience but also contributes to sustainable development. The company continuously seeks innovative ways to improve its services while minimizing environmental impact and creating long-term value for its stakeholders. With a forward-thinking approach and a strong ethical foundation, FCMPL stands as a trusted partner in the logistics and supply chain industry.

## **(GRI 2-1) Organizational Profile**

Freight Consolidators (Madras) Pvt Ltd (FCMPL) is an India-based logistics company specializing in integrated logistics, international freight forwarding, and supply chain solutions. Established in 1994 and headquartered in Chennai, the company operates across domestic and global markets. Its services include multimodal transportation, warehousing, customs brokerage, and distribution. FCMPL integrates ESG principles into its operations, focusing on environmental responsibility, operational efficiency, and stakeholder value. With a network of logistics hubs and partnerships, the company plays a critical role in facilitating trade while continuously improving sustainability performance through innovation, governance, and responsible business practices.

## **(GRI 2-9): Governance Structure**

FCMPL has a structured governance framework led by senior leadership and supported by a cross-functional ESG and Decarbonization Committee. The Managing Director oversees sustainability strategy, risk management, and compliance. Departments such as operations, procurement, finance, and sustainability collaborate to implement ESG initiatives. Regular internal audits, performance reviews, and reporting mechanisms ensure accountability and transparency. The governance structure integrates sustainability into decision-making processes, ensuring alignment with business objectives and regulatory requirements. Continuous monitoring and stakeholder reporting strengthen corporate governance, enabling the company to respond effectively to environmental, social, and economic challenges.

## **(GRI 2-23): Policy Commitments**

FCMPL is committed to responsible business practices through well-defined ESG policies covering environmental protection, employee welfare, ethical conduct, and compliance. The company has policies on anti-corruption, occupational health and safety, data privacy, and supplier sustainability. These policies align with international standards and regulatory frameworks. Employees and stakeholders are regularly trained to ensure awareness and compliance. The organization continuously reviews and updates its policies to reflect emerging risks and global best practices. Through strong policy commitments, FCMPL ensures ethical operations, reduces environmental impact, and promotes a culture of responsibility across its value chain.

## **(GRI 2-29): Stakeholder Engagement Approach**

FCMPL actively engages stakeholders including employees, customers, suppliers, regulators, and local communities through structured communication channels. Engagement methods include meetings, surveys, feedback systems, and regular reporting. Stakeholder inputs are integrated into decision-making processes and sustainability strategies. The company ensures transparency by sharing performance updates and addressing concerns promptly. Collaborative engagement with suppliers helps improve ESG performance across the value chain. By maintaining open communication and building trust, FCMPL strengthens relationships and ensures that its operations align with stakeholder expectations and long-term sustainability goals.



## (GRI 3-1): Process for Identifying Sustainability-Related Impacts

FCMPL identifies sustainability impacts through risk assessments, stakeholder consultations, and operational evaluations. The company analyzes environmental, social, and governance risks across its logistics operations and value chain. Data from audits, performance monitoring, and stakeholder feedback is used to assess impacts. Materiality assessments help prioritize key sustainability issues such as emissions, energy use, and employee safety. This structured process ensures that significant risks and opportunities are identified and addressed effectively. Continuous improvement and periodic reviews enhance the accuracy and relevance of identified impacts, supporting strategic ESG decision-making.

## (GRI 3-2): List of Material Topics

FCMPL has identified key material topics based on impact assessment and stakeholder engagement. These include energy consumption, greenhouse gas emissions, waste management, occupational health and safety, employee development, ethical governance, and supply chain sustainability. Scope 3 emissions and supplier engagement are particularly significant due to the logistics nature of operations. Data privacy, anti-corruption, and community engagement are also considered critical. These material topics guide the company’s sustainability strategy and reporting. Regular reviews ensure that emerging risks and stakeholder expectations are incorporated into the materiality framework.

## (GRI 3-3): Management Approach for Material Topics

FCMPL adopts a structured approach to managing material topics through policies, action plans, and performance monitoring. Each topic is assigned responsibilities and measurable targets. For environmental aspects, initiatives include energy efficiency and emissions reduction. Social topics focus on employee safety, training, and diversity. Governance topics emphasize ethical conduct and compliance. Regular audits and performance reviews ensure progress tracking. Continuous improvement mechanisms enable corrective actions and innovation. This integrated approach ensures effective management of ESG priorities, enhances operational efficiency, and supports long-term sustainability objectives.

### Most Environmental Topics

1. Emission Reduction in Air Freight
2. Reverse Logistics Implementation
3. Deforestation and Land Use
4. 4.Water Resource Management
5. Noise and Light Pollution Control
6. Biodiversity Conservation
7. Sustainable Procurement Policies
8. Climate Change Adaptation Strategies
9. Carbon Offset Initiatives
- 10.Environmental Risk Assessment

### Most Social Topics

1. Gender Equality in Supply Chains
2. Support for Informal Labour
3. Digital Inclusion
4. Climate Resilience for Workers
5. Ethical Sourcing Practices
6. Community Development Initiatives
7. Employee Engagement and Satisfaction
8. Workforce Diversity in Leadership
9. Occupational Health Standards
- 10.Support for MSMEs

### Most Governance Topics

- 1.ESG Integration in Strategy
- 2.Executive Compensation Linked to ESG Goals
- 3.Third-Party Audits and Certifications
- 4.Digital Governance
- 5.Conflict of Interest Policies
- 6.Succession Planning
- 7.Diversity and Inclusion in Leadership
- 8.Environmental and Social Risk Oversight
- 9.Compliance with International Standards
- 10.Transparent Tax Practices

# GOVERNANCE

The background of the slide features a pair of golden scales of justice and a dark wooden gavel with a brass band, resting on a dark surface. The scales are positioned in the upper right, and the gavel is in the lower left, both slightly out of focus. The overall lighting is dramatic, with highlights on the metal and wood.

GRI 201	Economic Performance disclosures
GRI 202-1	Ratios of Standard Entry-Level Wage to Local Minimum Wage
GRI 202-2	Proportion of Senior Management Hired from Local Communities
GRI 203	Indirect Economic Impacts
GRI 204	Procurement Practices
GRI 205	Anti-Corruption
GRI 206	Anti-Competitive Behaviour

## **(GRI 201) Economic Performance disclosures**

FCMPL demonstrates strong economic performance through stable revenue growth, efficient logistics operations, and cost optimization. The company contributes to the economy by facilitating trade, generating employment, and supporting supply chains. Investments in infrastructure, technology, and sustainability initiatives enhance long-term value creation. Financial performance is supported by operational efficiency and customer satisfaction. ESG integration ensures responsible financial management and risk mitigation. Transparent reporting and compliance with financial regulations strengthen stakeholder confidence. The company continues to focus on sustainable growth while balancing profitability and environmental and social responsibilities.

### **(GRI 202-1): Ratios of Standard Entry-Level Wage to Local Minimum Wage**

FCMPL ensures fair compensation by offering entry-level wages that meet or exceed local minimum wage requirements. Compensation structures are regularly reviewed to remain competitive and compliant with labor laws. The company promotes equitable pay practices and transparency in salary structures. Benefits such as training, incentives, and career growth opportunities enhance employee satisfaction. By maintaining fair wage ratios, FCMPL supports employee well-being and financial stability. This approach contributes to workforce retention, productivity, and compliance with social responsibility standards.

### **(GRI 202-2): Proportion of Senior Management Hired from Local Communities Indirect Economic Impacts**

FCMPL prioritizes local hiring for senior management roles to promote community development and regional expertise. A significant proportion of leadership positions are filled by professionals from local communities. This approach enhances decision-making, supports local economies, and strengthens stakeholder relationships. The company contributes indirectly to economic growth through employment generation, supplier engagement, and logistics services. Local hiring also reduces relocation impacts and fosters community integration. By investing in local talent, FCMPL reinforces its commitment to inclusive growth and sustainable development.



## (GRI 203) Indirect Economic Impacts

FCMPL generates indirect economic benefits through its logistics operations, enabling trade and supporting businesses across industries. The company contributes to infrastructure development, job creation, and supply chain efficiency. Its services help reduce transportation costs and improve market access for clients. Community initiatives and local hiring further enhance economic impact. Investments in technology and sustainability create long-term value. By facilitating economic activity and supporting local economies, FCMPL plays a vital role in regional and national development.

## (GRI 204) Procurement Practices

FCMPL follows responsible procurement practices by integrating ESG criteria into supplier selection. Vendors are evaluated based on environmental compliance, ethical conduct, and operational efficiency. The company promotes local sourcing where feasible and supports supplier development programs. Transparent procurement processes ensure fairness and accountability. Long-term partnerships with suppliers encourage sustainability improvements. Regular audits and performance reviews ensure compliance with standards. These practices strengthen supply chain resilience and reduce environmental and social risks.

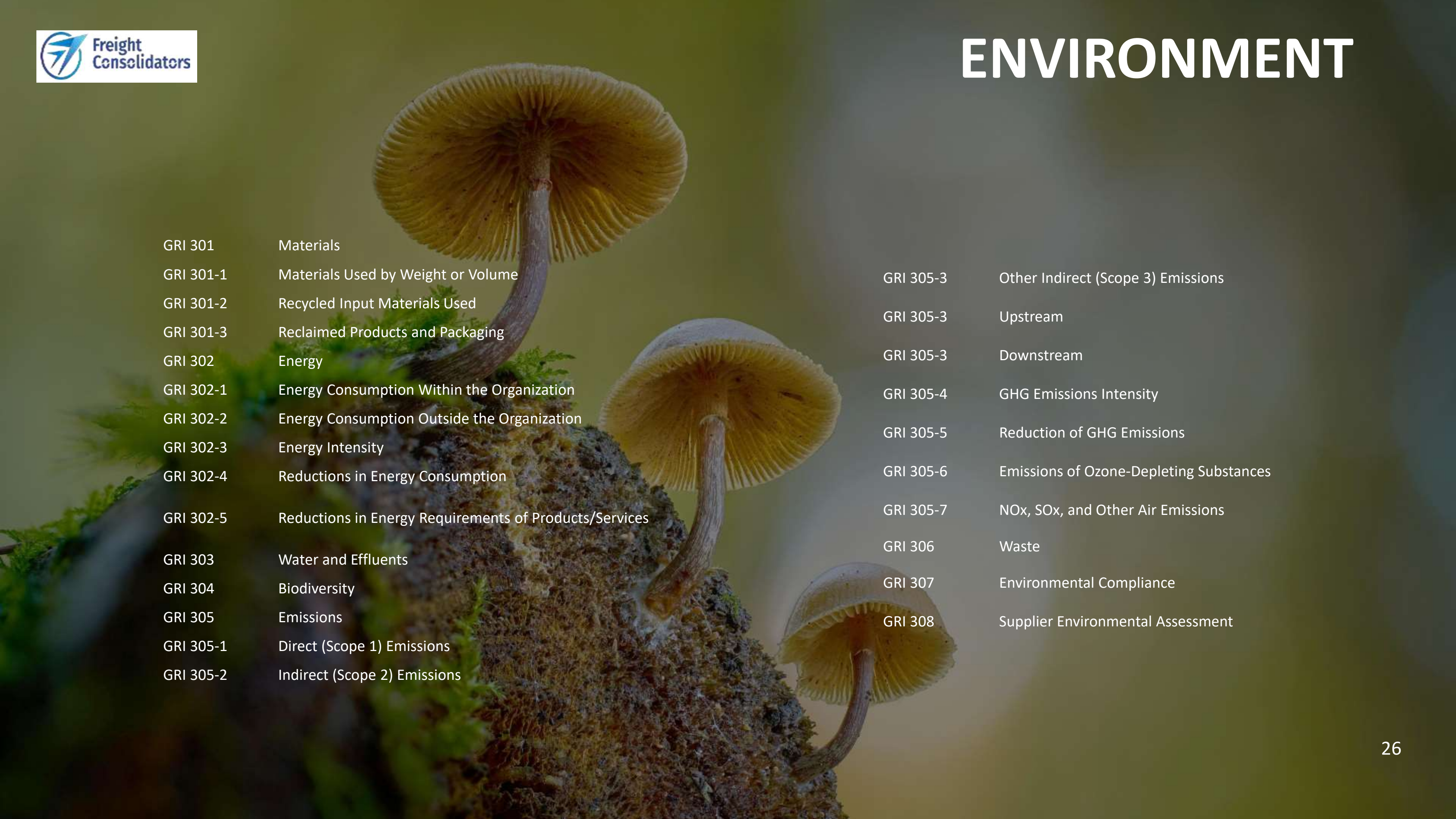


## (GRI 205) Anti-Corruption

FCMPL maintains a zero-tolerance policy towards corruption and bribery. Risk assessments identify vulnerabilities in procurement and financial processes. Employees and partners receive training on ethical practices and reporting mechanisms. Internal audits and compliance checks ensure adherence to policies. A whistleblower system allows confidential reporting of misconduct. Corrective actions are implemented promptly to address violations. This strong anti-corruption framework promotes transparency, accountability, and ethical business conduct.

## (GRI 206) Anti-Competitive Behaviour

FCMPL adheres to fair competition laws and avoids anti-competitive practices such as price fixing or market manipulation. The company ensures compliance through internal policies and training programs. Regular monitoring and audits identify potential risks. Employees are educated on competition regulations and ethical conduct. Transparent business practices and fair dealings with customers and suppliers maintain trust. By promoting ethical competition, FCMPL supports a healthy market environment.



GRI 301	Materials		
GRI 301-1	Materials Used by Weight or Volume		
GRI 301-2	Recycled Input Materials Used		
GRI 301-3	Reclaimed Products and Packaging		
GRI 302	Energy		
GRI 302-1	Energy Consumption Within the Organization		
GRI 302-2	Energy Consumption Outside the Organization		
GRI 302-3	Energy Intensity		
GRI 302-4	Reductions in Energy Consumption		
GRI 302-5	Reductions in Energy Requirements of Products/Services		
GRI 303	Water and Effluents		
GRI 304	Biodiversity		
GRI 305	Emissions		
GRI 305-1	Direct (Scope 1) Emissions		
GRI 305-2	Indirect (Scope 2) Emissions		
		GRI 305-3	Other Indirect (Scope 3) Emissions
		GRI 305-3	Upstream
		GRI 305-3	Downstream
		GRI 305-4	GHG Emissions Intensity
		GRI 305-5	Reduction of GHG Emissions
		GRI 305-6	Emissions of Ozone-Depleting Substances
		GRI 305-7	NOx, SOx, and Other Air Emissions
		GRI 306	Waste
		GRI 307	Environmental Compliance
		GRI 308	Supplier Environmental Assessment

## (GRI 301) Materials

FCMPL utilizes materials primarily in packaging, documentation, and warehouse operations. These include pallets, cartons, wrapping materials, and office supplies. The company emphasizes efficient material usage and promotes environmentally responsible sourcing. Efforts are made to minimize material consumption through digitalization and process optimization. Sustainable alternatives, such as recyclable and reusable materials, are encouraged across operations. Vendor collaboration supports the use of eco-friendly packaging solutions. By monitoring material usage and adopting reduction strategies, FCMPL improves resource efficiency and reduces environmental impact, aligning with its sustainability objectives.



### (GRI 301-1) Materials Used by Weight or Volume

FCMPL tracks materials used in logistics operations, including packaging materials like cartons, plastic wraps, pallets, and office consumables. Monitoring is done based on procurement data and operational usage. Efforts are made to optimize packaging to reduce material consumption per shipment. Bulk procurement and standardized packaging practices enhance efficiency. The company encourages suppliers to provide data on material usage to improve transparency. By analyzing material consumption trends, FCMPL identifies opportunities for reduction and cost optimization while minimizing environmental impact.

### (GRI 301-2) Recycled Input Materials Used

FCMPL promotes the use of recycled materials in packaging and operational processes. Recycled cartons, pallets, and paper products are increasingly used where feasible. Suppliers are encouraged to provide environmentally friendly and recycled alternatives. Internal initiatives focus on reducing reliance on virgin materials and increasing recycling rates. Awareness programs educate employees on the importance of using recycled inputs. By integrating recycled materials into operations, FCMPL supports circular economy principles and reduces its environmental footprint.

### (GRI 301-3) Reclaimed Products and Packaging

FCMPL implements systems to reclaim and reuse packaging materials such as pallets, containers, and cartons. Reusable packaging is collected from customers and reintroduced into the supply chain where possible. Reverse logistics practices support material recovery and waste reduction. The company collaborates with partners to enhance reuse efficiency. Monitoring and tracking mechanisms ensure proper handling of reclaimed materials. These initiatives reduce waste generation, lower material costs, and contribute to sustainable logistics operations.

## **(GRI 302) Energy**

Energy management is a key focus area for FCMPL, covering electricity consumption in offices and warehouses and fuel usage in logistics operations. The company adopts energy-efficient technologies such as LED lighting and optimized HVAC systems. Renewable energy adoption, including solar installations, is gradually increasing. Energy audits and monitoring systems identify inefficiencies and guide improvement actions. Employee awareness programs promote responsible energy use. Through these initiatives, FCMPL reduces operational costs and environmental impact while enhancing energy efficiency.

### **(GRI 302-1) Energy Consumption Within the Organization**

FCMPL consumes energy primarily through electricity in offices and warehouses and fuel in owned fleet operations. The company monitors consumption through utility bills and operational data. Energy efficiency measures such as LED lighting, smart controls, and equipment optimization are implemented. Renewable energy sources are gradually integrated into operations. Regular audits help identify areas for improvement. By tracking and managing energy use, FCMPL enhances efficiency, reduces emissions, and aligns with sustainability goals.

### **(GRI 302-2) Energy Consumption Outside the Organization**

Energy consumption outside the organization mainly occurs through outsourced logistics and third-party transportation services. These activities contribute significantly to Scope 3 emissions. FCMPL engages with vendors to promote fuel efficiency and energy conservation practices. Data collection from suppliers helps improve visibility of indirect energy usage. The company encourages adoption of cleaner fuels and efficient logistics practices among partners. Managing external energy consumption is critical to reducing overall environmental impact and achieving sustainability targets.

### **(GRI 302-3) Energy Intensity**

FCMPL tracks energy intensity to measure efficiency across operations. Metrics such as energy consumption per ton handled and per employee are used for performance evaluation. These indicators help identify inefficiencies and benchmark performance against industry standards. Continuous improvement initiatives focus on reducing energy intensity through optimization and digitalization. Monitoring trends enables better decision-making and resource allocation. By improving energy intensity, FCMPL enhances operational efficiency and reduces environmental impact.

### **(GRI 302-4) Reductions in Energy Consumption**

FCMPL has implemented initiatives to reduce energy consumption, including LED lighting, energy-efficient equipment, and optimized warehouse operations. Digitalization reduces reliance on paper and manual processes. Regular maintenance ensures efficient equipment performance. Renewable energy adoption further reduces dependence on conventional sources. Employee awareness programs encourage energy-saving practices. These measures collectively contribute to measurable reductions in energy consumption and operational costs.

### **(GRI 302-5) Reductions in Energy Requirements of Products/Services**

FCMPL reduces energy requirements in its logistics services through route optimization, load consolidation, and efficient fleet management. Advanced logistics planning minimizes fuel consumption and improves delivery efficiency. Digital platforms enhance operational visibility and reduce unnecessary movements. Collaboration with customers and suppliers supports energy-efficient supply chain solutions. These initiatives improve service efficiency while reducing environmental impact, supporting sustainable logistics practices.



### **(GRI 303) Water and Effluents**

Water usage in FCMPL operations is limited to office and warehouse facilities. The company promotes water conservation through efficient fixtures and awareness programs. Wastewater is managed in compliance with local regulations. Efforts are made to minimize water usage and prevent contamination. Monitoring systems track consumption and identify improvement opportunities. By adopting responsible water management practices, FCMPL ensures minimal environmental impact and regulatory compliance.

### **(GRI 304) Biodiversity**

FCMPL’s operations have limited direct impact on biodiversity due to its logistics-focused activities. However, the company ensures compliance with environmental regulations to prevent ecological harm. Sustainable site selection and operational practices minimize environmental disturbance. Awareness programs promote biodiversity conservation among employees. The company supports environmental initiatives and responsible land use practices. By integrating biodiversity considerations into operations, FCMPL contributes to environmental protection.

### **(GRI 305) Emissions**

FCMPL actively manages greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories, recognizing emissions as a critical environmental impact area. Emissions originate from fuel usage in transportation, electricity consumption, and outsourced logistics activities. The company conducts periodic carbon audits to establish baselines and track performance. Strategies such as route optimization, modal shift, energy efficiency, and renewable energy adoption are implemented to reduce emissions. Continuous monitoring, reporting, and alignment with global frameworks like the GHG Protocol ensure transparency. Emission management remains central to FCMPL’s ESG strategy and long-term decarbonization commitments.

#### **(GRI 305-1) Direct (Scope 1) Emissions**

FCMPL’s Scope 1 emissions arise from direct fuel consumption in owned vehicles, diesel generators, and refrigerant leakage. The company reported 2,216.64 tCO<sub>2</sub>e emissions, reflecting its operational footprint. To reduce direct emissions, FCMPL is focusing on fleet modernization, fuel efficiency improvements, and preventive maintenance. Initiatives such as driver training, route planning, and adoption of alternative fuels are being explored. Emission monitoring systems ensure accurate data collection and reporting. These efforts support the company’s decarbonization strategy and align with its goal of reducing operational environmental impact while maintaining efficient logistics services.

#### **(GRI 305-2) Indirect (Scope 2) Emissions**

Scope 2 emissions at FCMPL, totaling 977.40 tCO<sub>2</sub>e, result from purchased electricity used in offices, warehouses, and operational facilities. The company actively reduces these emissions through energy efficiency initiatives such as LED lighting, energy-efficient equipment, and optimized HVAC systems. Renewable energy adoption, including solar power installations and green electricity procurement, is being implemented progressively. Monitoring electricity consumption helps identify inefficiencies and opportunities for reduction. By transitioning towards cleaner energy sources and improving energy management practices, FCMPL aims to significantly reduce its indirect emissions and enhance sustainability performance.

## (GRI 305-3) Other Indirect (Scope 3) Emissions

Scope 3 emissions are the largest contributor to FCMPL’s carbon footprint, totaling 10,283.97 tCO<sub>2</sub>e and accounting for approximately 76% of total emissions. These emissions arise from outsourced logistics, vendor transportation, purchased services, and downstream distribution activities. The company focuses on supplier engagement, encouraging partners to adopt sustainable practices and provide emissions data. Initiatives such as route optimization, load consolidation, and digital logistics solutions help reduce indirect emissions. Managing Scope 3 emissions is a priority, requiring collaboration across the value chain to achieve meaningful reductions.

### GRI 305-3: Scope 3 Upstream Emissions

FCMPL’s Scope 3 upstream emissions amount to 4,131.10 tCO<sub>2</sub>e and primarily arise from purchased goods and services, vendor transportation, and upstream logistics activities. These emissions include third-party freight services, supplier operations, and indirect fuel consumption associated with procurement and inbound logistics. As a logistics company, upstream emissions form a significant portion of the value chain impact. FCMPL actively engages with suppliers to improve transparency and encourage emission reporting. Initiatives such as vendor ESG assessments, route optimization, and adoption of fuel-efficient practices help reduce upstream emissions. Strengthening supplier partnerships remains critical for improving environmental performance.

### GRI 305-3: Scope 3 Downstream Emissions

FCMPL’s Scope 3 downstream emissions total 6,152.87 tCO<sub>2</sub>e, representing the largest share of overall emissions. These emissions are generated from outbound logistics, distribution activities, and last-mile delivery services provided to customers. The reliance on outsourced transportation partners significantly contributes to these emissions. FCMPL addresses downstream impacts through logistics optimization, load consolidation, and digital supply chain solutions to minimize unnecessary movement. The company also collaborates with customers and transport partners to adopt sustainable practices, including efficient routing and cleaner fuels. Reducing downstream emissions remains a key focus area in achieving overall decarbonization targets.

### Baseline Emissions (FY 2022)

Scope	Emissions (tCO <sub>2</sub> e)
Scope 1	2,216.64
Scope 2	977.40
Scope 3	10,283.97
Scope 3 Upstream	4131.1
Scope 3 Downstream	6152.87
<b>Total Emission</b>	<b>13,478.01 tCO<sub>2</sub>e</b>



### SBTi Target Trajectory (Illustrative Pathway)

Year	Scope 1 & 2 Target (tCO <sub>2</sub> e)	Reduction vs Baseline	Scope 3 Target (tCO <sub>2</sub> e)	Reduction vs Baseline
2025	3,194	0%	10,284	0%
2026	3,047	5%	9,892	4%
2027	2,900	9%	9,500	8%
2028	2,600	19%	8,900	13%
2030 (Target Year)	1,855	42%	7,713	25%

## (GRI 305-4) GHG Emissions Intensity

FCMPL measures greenhouse gas emissions intensity to evaluate operational efficiency and environmental performance. Key indicators include emissions per employee and emissions per ton handled. Currently, emission intensity is approximately 26.96 tCO<sub>2</sub>e per employee. These metrics enable benchmarking against industry standards and support performance tracking over time. By analyzing intensity data, the company identifies inefficiencies and implements corrective actions. Continuous improvement initiatives, including digitalization and optimized logistics operations, aim to reduce intensity levels. Monitoring emissions intensity helps FCMPL achieve sustainable growth while minimizing its environmental impact.

## (GRI 305-5) Reduction of GHG Emissions

FCMPL has established a structured approach to reducing greenhouse gas emissions, targeting a 20% reduction in Scope 1 and Scope 2 emissions by 2030. Key strategies include adopting renewable energy, improving energy efficiency, electrifying fleet operations, and optimizing logistics networks. Collaboration with suppliers and customers supports emission reduction across the value chain. Continuous monitoring and reporting ensure progress tracking and accountability. The company also aligns its long-term vision with global climate goals, including net-zero emissions by 2050. These initiatives demonstrate FCMPL's commitment to proactive climate action and sustainable operations.

## (GRI 305-6) Emissions of Ozone-Depleting Substances

FCMPL ensures minimal use of ozone-depleting substances (ODS) in its operations and complies with applicable environmental regulations. Refrigerants used in cooling systems are carefully managed to prevent leakage and environmental harm. The company is transitioning to eco-friendly alternatives with lower ozone depletion potential. Regular maintenance and monitoring of equipment help control emissions. Vendor compliance is also ensured through environmental standards. By adopting responsible practices and alternative technologies, FCMPL minimizes its impact on the ozone layer and supports global environmental protection initiatives.

## (GRI 305-7) NO<sub>x</sub>, SO<sub>x</sub>, and Other Air Emissions

FCMPL monitors air emissions such as nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and particulate matter resulting from fuel combustion in transportation and generators. The company implements fuel efficiency programs, vehicle maintenance schedules, and emission control measures to reduce air pollutants. Compliance with national emission standards is strictly maintained. Transition to cleaner fuels and advanced technologies is encouraged to further reduce emissions. Continuous monitoring and reporting ensure transparency. These efforts contribute to improved air quality and reduced environmental impact, supporting FCMPL's commitment to sustainable logistics operations.



## (GRI 306) Waste

FCMPL has implemented a comprehensive waste management system focusing on reduction, segregation, recycling, and responsible disposal. Waste is categorized into recyclable, hazardous, and organic streams at the source. The company collaborates with authorized vendors for environmentally compliant disposal. Initiatives such as digital documentation, packaging optimization, and material reuse reduce waste generation. Employee awareness programs promote responsible waste handling. Continuous monitoring and audits improve waste management efficiency. These practices help minimize landfill waste, reduce environmental impact, and support sustainable resource utilization across operations.

## (GRI 307) Environmental Compliance

FCMPL is committed to full compliance with all applicable environmental laws and regulations. The company conducts regular internal audits and compliance checks to ensure adherence. Environmental permits, licenses, and reporting requirements are maintained and updated. Any non-compliance issues are addressed promptly through corrective actions. Employee training programs reinforce awareness of regulatory requirements. By maintaining strong compliance systems, FCMPL minimizes environmental risks, avoids legal penalties, and enhances stakeholder confidence. Environmental compliance remains a fundamental aspect of the company's governance and sustainability framework.

## (GRI 308) Supplier Environmental Assessment

FCMPL integrates environmental criteria into supplier selection and evaluation processes. Suppliers are assessed for compliance with environmental regulations, emission reduction practices, and sustainability initiatives. The company engages with vendors to improve their environmental performance through awareness programs and audits. Non-compliance is addressed through corrective actions or contract review. By promoting responsible sourcing and environmental accountability, FCMPL strengthens its supply chain sustainability. Supplier engagement is critical in managing Scope 3 emissions and achieving overall ESG objectives.



<b>GRI 401</b>	<b>Employment</b>
<b>GRI 402</b>	<b>Labor/Management Relations</b>
<b>GRI 403</b>	<b>Occupational Health and Safety</b>
<b>GRI 403-2</b>	<b>Hazardous Waste (GRI 403-2)</b>
<b>GRI 403-2</b>	<b>Non-Hazardous Waste (GRI 403-2)</b>
<b>GRI 403-8</b>	<b>Workers Covered by Occupational Health &amp; Safety (OH&amp;S) System</b>
<b>GRI 403-9</b>	<b>Work-Related Injuries</b>
<b>GRI 403-10</b>	<b>Work-Related Ill Health</b>
<b>GRI 404</b>	<b>Training &amp; Education</b>
<b>GRI 405</b>	<b>Diversity &amp; Equal Opportunity</b>
<b>GRI 406</b>	<b>Non-Discrimination</b>
<b>GRI 408 &amp; 409</b>	<b>Child Labor and Forced Labor</b>
<b>GRI 412</b>	<b>Human Rights Assessment</b>
<b>GRI 413</b>	<b>Local Communities</b>
<b>GRI 414</b>	<b>Supplier Social Assessment</b>
<b>GRI 416</b>	<b>Customer Health &amp; Safety</b>
<b>GRI 418</b>	<b>Information Security</b>
<b>GRI 419</b>	<b>Social economic Compliance</b>

## (GRI 401) Employment

FCMPL follows fair and transparent employment practices, ensuring equal opportunity and non-discrimination. Recruitment is merit-based, and employees are provided with clear job roles and career development opportunities. The company supports workforce stability through training, engagement programs, and performance-based growth. Employee well-being, safety, and satisfaction are prioritized. Policies and practices align with labor laws and ESG standards. By fostering a positive work environment, FCMPL enhances employee retention, productivity, and organizational growth.

## (GRI 402) Labor/Management Relations

FCMPL maintains strong labor-management relations through open communication and structured grievance mechanisms. Employees are encouraged to share feedback and concerns through formal channels. Regular meetings and engagement programs strengthen trust between management and workforce. Transparent policies ensure fair treatment and conflict resolution. The company promotes collaboration and mutual respect, fostering a positive work culture. Effective labor relations contribute to employee satisfaction, productivity, and organizational stability.

## (GRI 403) Occupational Health and Safety

FCMPL prioritizes occupational health and safety through a robust management system. Risk assessments identify hazards, and preventive measures are implemented across operations. Safety protocols include PPE usage, training programs, and emergency preparedness. Regular audits ensure compliance with safety standards. Employee awareness and participation strengthen the safety culture. Continuous improvement initiatives reduce workplace risks and incidents. The company is committed to providing a safe and healthy working environment for all employees.



## (GRI 403-2) Hazardous Waste

FCMPL generates limited hazardous waste primarily from maintenance activities such as used oil, lubricants, batteries, and chemical residues. The company ensures that all hazardous waste is properly identified, segregated, stored, and disposed of through authorized and government-approved vendors. Strict compliance with hazardous waste management regulations is maintained at all facilities. Records of waste generation and disposal are monitored to ensure transparency and accountability. Employees handling hazardous materials receive appropriate training on safe handling and emergency response procedures. By adopting responsible hazardous waste management practices, FCMPL minimizes environmental risks and ensures workplace safety.

## (GRI 403-2) Non-Hazardous Waste

Non-hazardous waste at FCMPL includes paper, packaging materials, plastics, and general office waste. The company follows a structured waste segregation system using color-coded bins to separate recyclable and non-recyclable waste at the source. Recycling initiatives are implemented through partnerships with authorized recyclers. Digitalization of documentation significantly reduces paper waste generation. Employees are trained on proper waste disposal practices to enhance efficiency. Continuous monitoring helps identify opportunities for waste reduction and reuse. These initiatives support environmental sustainability by minimizing landfill waste and promoting responsible resource management across operations.

## (GRI 403-8) Workers Covered by Occupational Health & Safety (OH&S) System

FCMPL ensures that 100% of its employees are covered under its Occupational Health and Safety (OH&S) management system. The system applies to all operational locations, including offices, warehouses, and logistics activities. It includes risk assessments, safety protocols, emergency preparedness, and regular training programs. Contractors and third-party workers are also encouraged to comply with safety standards. The company conducts periodic audits and inspections to ensure adherence. By covering all workers under a comprehensive OH&S framework, FCMPL ensures a safe working environment, reduces workplace risks, and promotes employee well-being.

## (GRI 403-9) Work-Related Injuries

FCMPL monitors and records work-related injuries to improve workplace safety performance. Preventive measures such as safety training, use of personal protective equipment (PPE), and regular inspections are implemented to minimize incidents. Root cause analysis is conducted for any reported injuries to identify corrective actions. The company aims to achieve zero harm through proactive risk management and continuous improvement. Incident reporting systems ensure transparency and timely response. By fostering a strong safety culture, FCMPL reduces workplace injuries and enhances employee confidence in safety practices.

## (GRI 403-10) Work-Related Ill Health

FCMPL is committed to preventing work-related ill health by promoting employee wellness and safe working conditions. Health risks are identified through workplace assessments and addressed through preventive measures. Regular health check-ups, awareness programs, and ergonomic workplace practices are implemented to safeguard employee health. The company ensures proper ventilation, hygiene, and safe handling of materials. Monitoring systems track any health-related concerns, enabling early intervention. These initiatives help reduce occupational illnesses and improve overall employee well-being, contributing to a healthier and more productive workforce.

## (GRI 404) Training & Education

FCMPL invests in employee training and development to enhance skills and improve performance. Training programs cover technical competencies, safety practices, ESG awareness, and leadership development. Employees participate in regular training sessions, workshops, and refresher programs. Performance evaluations help identify skill gaps and guide development plans. Digital learning platforms and on-the-job training support continuous learning. By building employee capabilities, FCMPL improves operational efficiency, ensures compliance, and prepares its workforce for future challenges. Training initiatives also contribute to employee engagement and career growth.



## (GRI 405) Diversity & Equal Opportunity

FCMPL promotes diversity and equal opportunity in its workforce through inclusive policies and fair employment practices. Recruitment and promotion decisions are based on merit, without discrimination based on gender, age, or background. The company encourages participation from diverse groups and fosters an inclusive work environment. Awareness programs promote respect and equality among employees. Diversity initiatives enhance innovation, collaboration, and organizational performance. By ensuring equal opportunities, FCMPL strengthens its workforce and aligns with social sustainability principles.

## (GRI 406) Non-Discrimination

FCMPL enforces strict non-discrimination policies across all operations. The company ensures that all employees are treated fairly and with respect, regardless of gender, religion, ethnicity, or other characteristics. Any incidents of discrimination are addressed promptly through formal grievance mechanisms. Training programs raise awareness about workplace ethics and respectful behavior. The company maintains a zero-tolerance approach to discrimination. By fostering a respectful and inclusive work environment, FCMPL enhances employee satisfaction and organizational culture.



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

FCMPL strictly prohibits child labor and forced labor within its operations and supply chain. The company complies with all applicable labor laws and international standards. Supplier agreements include clauses ensuring adherence to ethical labor practices. Regular audits and assessments help identify and address any risks. Employees and partners are educated on labor rights and ethical practices. By enforcing these standards, FCMPL ensures responsible business conduct and protects human rights across its value chain.

## (GRI 412) Human Rights Assessment

FCMPL conducts human rights assessments to identify and mitigate risks within its operations and supply chain. Policies are aligned with international human rights standards. Supplier evaluations include criteria related to labor practices, safety, and ethical conduct. Training programs raise awareness among employees and partners. Any identified risks are addressed through corrective actions. By integrating human rights considerations into its business practices, FCMPL ensures ethical operations and strengthens stakeholder trust.

## (GRI 413) Local Communities

FCMPL engages with local communities through employment opportunities, awareness programs, and social initiatives. The company supports community development by promoting education, skill development, and environmental awareness. Stakeholder engagement ensures that community concerns are addressed responsibly. By aligning business activities with local needs, FCMPL creates positive social impact. Community engagement strengthens relationships and enhances the company's social responsibility profile.

## (GRI 414) Supplier Social Assessment

FCMPL conducts comprehensive supplier social assessments to ensure alignment with ESG principles and ethical standards. Suppliers are evaluated based on labor practices, human rights compliance, workplace safety, and ethical conduct. The company integrates social criteria into onboarding and periodic evaluation processes. Awareness programs and capacity-building initiatives are provided to help suppliers improve their performance. Regular audits and performance reviews ensure ongoing compliance with regulatory and company requirements. Any non-compliance is addressed through corrective action plans or contract review. This structured approach strengthens responsible sourcing, promotes ethical supply chain practices, and enhances long-term supplier relationships and sustainability outcomes.

## (GRI 418) Information Security

FCMPL maintains a robust information security framework to protect sensitive business and customer data. Security measures include firewalls, encryption protocols, secure access controls, and regular vulnerability assessments. Systems are continuously monitored to detect and prevent cyber threats. Employees receive regular training on cybersecurity awareness, data protection, and safe digital practices. Backup and recovery systems are implemented to ensure business continuity in case of data loss or system failures. The company complies with applicable data protection regulations and standards. By ensuring strong information security practices, FCMPL safeguards stakeholder data and maintains trust in its digital and operational systems.

## (GRI 419) Social Economic Compliance

FCMPL ensures full compliance with all applicable social and economic regulations, including labor laws, environmental standards, taxation, and ethical business practices. The company maintains structured compliance monitoring systems supported by internal audits and management reviews. Policies and procedures are regularly updated to reflect regulatory changes and best practices. Employees are trained on compliance requirements to ensure awareness and adherence. Any instances of non-compliance are promptly addressed through corrective and preventive actions. By promoting transparency, accountability, and ethical conduct, FCMPL minimizes legal and reputational risks while supporting sustainable and responsible business growth.

## (GRI 416) Customer Health & Safety

FCMPL prioritizes customer health and safety by maintaining stringent standards across all logistics operations. Safe handling, storage, and transportation of goods are ensured through established procedures and trained personnel. Compliance with applicable safety regulations and industry best practices is strictly followed. Risk assessments are conducted to identify potential hazards, and preventive measures are implemented accordingly. Emergency response systems and incident reporting mechanisms are in place to manage unforeseen situations. Customer feedback is actively collected and used to improve service quality. These efforts ensure reliable, safe logistics services, strengthening customer trust and reinforcing FCMPL's commitment to operational excellence.



S.NO	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
1.	Gender Diversity	Promote equal employment opportunities and improve women representation.	Percentage of women employed in the whole organization	Percentage	38
2.	Business Ethics Audit	Ensure all sites are regularly assessed for compliance with ethics standards.	Percentage of all sites assessed or audited internally on a specific business ethics issue	Percentage	100
3.	Environmental Awareness	Provide environmental conservation awareness training to employees.	Employee conservation awareness training	Percentage	97
4.	Employee Health & Safety	Maintain a safe workplace with zero incidents through preventive measures.	Employee health and safety	Count	0
5.	Renewable Energy	Increase usage of renewable energy to reduce environmental impact.	Percentage of total energy consumption from renewable sources	Percentage	73
6.	Human Rights	Respect and monitor human rights across external stakeholders.	External stakeholder human rights	Count	0
7.	Cybersecurity Awareness	Ensure employees are trained on cybersecurity and data protection.	Employee cyber awareness	Percentage	100
8.	Anti-Corruption Due Diligence	Conduct due diligence on partners to prevent corruption and risks.	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage	100
9.	Scope 1 Emissions	Monitor and reduce direct greenhouse gas emissions.	Total gross Scope 1 GHG emissions	MT of CO2e	2216.64
10.	Scope 2 Emissions	Manage indirect emissions from purchased energy sources.	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	977.40
11.	Scope 3 Emissions	Track and reduce value chain emissions across operations.	Total gross Scope 3 GHG emissions	MT of CO2e	10283.97
12.	Downstream Emissions	Reduce emissions from distribution and product usage.	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	4131.10
13.	Upstream Emissions	Address emissions from suppliers and procurement activities.	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	6152.87
14.	Ethics Training	Ensure all employees are trained on ethical practices.	Percentage of employees trained on business ethics	Percentage	100
15.	Ethics Certification	Maintain recognized ethics certifications across sites.	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	Percentage	100
16.	Women Leadership	Promote gender diversity in top management roles.	Percentage of women at top management level	Percentage	46
17.	Supplier Sustainability	Ensure suppliers undergo sustainability assessments.	Percentage of targeted suppliers that have gone through a sustainability assessment	Percentage	100
18.	Workforce Inclusion	Encourage inclusion of minority and vulnerable groups.	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	28
19.	AML Compliance	Conduct Anti-Money Laundering awareness programs.	Employee AML awareness	Percentage	93
20.	Career Development	Support employee growth through structured training programs.	Career management and training	Percentage	100
21.	Skills Training	Ensure employees receive skill-based training.	Percentage of employees who received skills-related training	Percentage	100
22.	Environmental Initiatives	Participate in sustainability and environmental advocacy.	Environmental services and advocacy	Count	14
23.	Energy Management	Monitor and optimize energy consumption.	Total energy consumption	kWh	3953
24.	Hazardous Waste	Ensure safe handling and disposal of hazardous waste.	Total weight of hazardous waste	Kgs	109
25.	Board Diversity	Promote gender diversity at board level.	Percentage of women within the organization's board	Percentage	46
26.	Information Security	Maintain zero incidents through strong cybersecurity controls.	Number of confirmed information security incidents	Count	0
27.	Waste Diversion	Increase recycling and reduce landfill waste.	Percentage of total waste from company operations diverted from landfills	Percentage	68
28.	Fraud Prevention	Strengthen internal controls to prevent fraud.	Strengthen controls to prevent fraud	Percentage	86
29.	Supplier Engagement	Ensure suppliers take corrective actions for improvement.	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
30.	Materials Management	Ensure responsible use of materials and chemicals.	Materials, chemicals, and waste	Kgs	9399
31.	Inclusive Leadership	Promote minority representation in leadership roles.	Percentage of employees from a minority or vulnerable group at top management level	Percentage	26
32.	Training Effectiveness	Track and improve employee training hours.	Average hours of training per employee	Hours	28
33.	Energy & Emissions	Integrate energy and emissions monitoring into operations.	Energy consumption and GHGs	kWh	3953
34.	Performance Management	Ensure all employees receive regular performance and career development reviews.	Percentage of employees who received regular performance and career development reviews	Percentage	100

S.NO	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
35.	Climate Awareness	Provide training programs to enhance awareness on climate change and sustainability.	climate awareness training	Percentage	94
36.	Renewable Energy Consumption	Increase the consumption of renewable energy to support sustainability goals.	Total renewable energy consumption	kWh	1633
37.	Supplier Audits	Conduct on-site sustainability audits for targeted suppliers.	Percentage of targeted suppliers that have gone through a sustainability on-site audit	Percentage	100
38.	Working Conditions	Maintain safe, fair, and compliant working conditions for all employees.	Working conditions	Percentage	100
39.	Anti-Discrimination	Ensure zero tolerance for discrimination and harassment in the workplace.	Discrimination and Harassment	Count	0
40.	Harassment Training	Provide training on prevention of discrimination and harassment.	Percentage of employees trained on discrimination, and harassment	Percentage	100
41.	Anti-Bribery	Implement strict controls to prevent bribery and corruption incidents.	Prevent bribery and corruption incidents	Count	0
42.	Financial Transparency	Maintain transparency and accountability in financial performance reporting.	Total gross annual revenue	INR	50737500
43.	Incident Management	Ensure proper tracking and resolution of discrimination or harassment cases.	Number of identified discrimination or harassment incidents or corrective actions	Count	0
44.	Whistleblower Mechanism	Provide secure and confidential channels for reporting unethical practices.	Number of reports related to whistleblower procedure	Count	0
45.	Supplier ESG Compliance	Ensure supplier contracts include environmental, labor, and human rights clauses.	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
46.	Occupational Health	Prevent work-related illnesses through proactive health programs.	Number of work-related ill health	Count	0
47.	Sustainable Procurement Training	Train buyers on sustainable procurement practices.	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage	100
48.	Work Hours Management	Monitor total working hours to ensure compliance with labor standards.	Number of hours worked	Hours	294360
49.	Employee Representation	Ensure employee participation through formal representation or agreements.	Percentage of employees covered by formally-elected employee representatives or collective agreements	Percentage	100
50.	Social Dialogue	Promote active communication and engagement between employees and management.	Social dialogue	Count	10
51.	Labor Rights	Prohibit child labor, forced labor, and human trafficking across operations.	Child labor, forced labor, and human trafficking	Count	0
52.	Labor Certification	Maintain labor and human rights certifications across operational sites.	Percentage of operational sites with a labor and human rights certification, such as SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	Percentage	100
53.	Gender Pay Equity	Ensure equal pay practices and eliminate gender pay gaps.	Average unadjusted gender pay gap	Percentage	0
54.	Skills Development Programs	Provide customized training programs to enhance employee skills.	Provide customized skills development training programs	Percentage	100
55.	Waste Recovery	Promote recycling and recovery of waste materials.	Total weight of waste recovered	Kgs	224
56.	Compensation Fairness	Maintain fair compensation ratios across all employee levels.	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.8
57.	Corruption Prevention	Ensure zero confirmed corruption incidents through strict controls.	Number of confirmed corruption incidents	Count	0
58.	Hazard Awareness	Provide awareness training on safe handling of hazardous materials.	Hazardous handling awareness	Percentage	88
59.	Safety Risk Assessment	Conduct health and safety risk assessments across all operational sites.	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage	100
60.	Environmental Certification	Maintain recognized environmental certifications across operations.	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	Percentage	100
61.	Non-Hazardous Waste	Manage and reduce non-hazardous waste effectively.	Total weight of non-hazardous waste	Kgs	563
62.	Supplier Training	Provide social and ESG training programs to suppliers.	Supplier Social training	Percentage	93
63.	Environmental Training	Ensure employees are trained on environmental issues.	Percentage of employees trained on specific environmental issues	Percentage	100
64.	Environmental Risk Assessment	Assess environmental risks across all operational sites.	Percentage of operational sites assessed on specific environmental risks	Percentage	100
65.	Supplier Code of Conduct	Ensure suppliers sign and comply with sustainability charters and codes.	Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	Percentage	100

## Appendix - 2

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

GRI. NO	GRI CONTENTS	PG.NO
GRI 1-5	Statement of Use	19
GRI 2-1	Organizational Profile	21
GRI 2-9	Governance Structure	21
GRI 2-23	Policy Commitments	21
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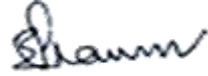
**INDEPENDENT ASSURANCE STATEMENT**

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](http://www.bmqrassurance.com)

**Authorized Representative (Assurer):**

**Name** : S. Elango  
**Designation** : Associate Certified Sustainability Assurance Practitioner  
**Certificate No** : AA1000 (ACSAP) C.N: A09122401  
**Signature** :   
**Date** : 19<sup>th</sup> January, 2026

