

CORPORATE SUSTAINABILITY REPORT

For the Period 1st January, 2025 to 31st December, 2025



Form No: IEAPL/ESG/079

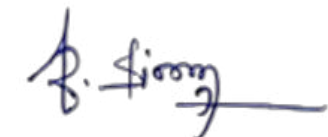
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About Us

IES Innovative Engg Automations Private Limited introduce and implement state of art technologies into industrial needs. We are "Solution Provider", from conceptualizing, designing, manufacturing, implementing and supporting. It provides its customers with the solutions they need to enhance productivity and achieve their manufacturing goals.

We are expertise in Automotive Body Shop BIW Welding Line Builder with Hemming system , Automation in Welding and various joining, Handling and Processing industries.

Mission & Vision

OUR MISSION

Ensure Accuracy, Speed & Value Addition in our work thereby ensuring total Client Satisfaction



OUR VISION

We are "Solution Provider", from conceptualizing, designing, manufacturing, implementing and supporting.



12 +
YEARS IN THE
FIELD



20 +
YEARS OF EXPERIENCED
TEAM



100 +
EMPLOYEES



250 +
COMPLETED PROJECTS



Our Automation Services



01 Automotive

AUTOMOTIVE

The Automotive Industry is our key value for our company, we are providing service to all kind of Automotive industries, Especially in BIW Weld Fixtures, Checking Gauges, Pallets, Dies. for better tomorrow are keep working for commercial automotive industries.

Our Automation Services



02 Automotive

AUTOMATION SOLUTION

We are Expertise in various metal joining process like Welding, Riveting , Screwing , etc. Also our team well versed in various vision systems projects in Inspection, Process automation and sequencing Our team is capable of Expertise in Various Robots Make and Controls Systems..

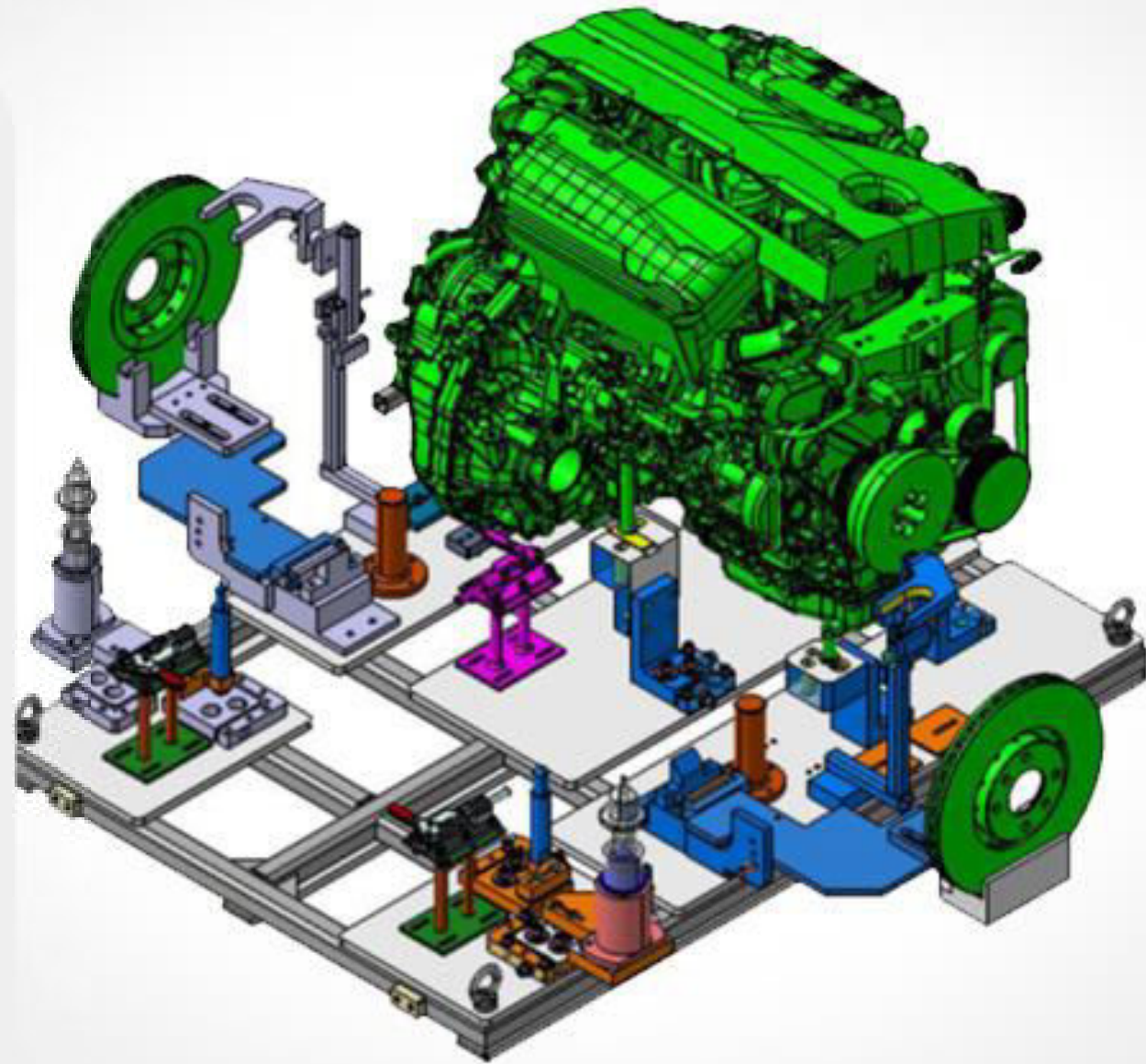
Our Automation Services



TURNKEY MANUFACTURING

We have state of the art in-house facilities for Fabrication, Machining, Painting, Inspections and Assembly. We are capable of 5TON Fabrication job – Single Part, Machining upto 6mX3m – 5 face machining.

Our Automation Services



ENGINEERING SERVICES

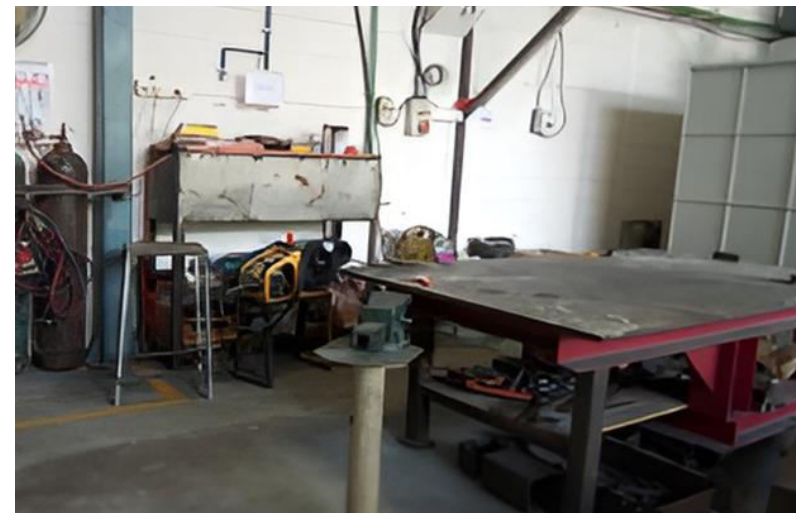
Innovative Engineering provides the valuable service to General engineering industries like Power plants and Steel Plants, Our services to help them to achieve better engineering Infrastructure in well optimized design.

Facilities

Located visible from Saravanampatti - Thudiyalur road where major IT companies and colleges Available. 10Kms from Airport,16Kms from railway station. Total floor space-6000sq.ft with 5 Tons overhead crane capacity.



Fabrication



M1TR Milling



FEMCO HMC Machine



VICTOR VMC Machine



VMC Machine



Taping Machine



VMC Machine



Assembly Area

Faro Arm Services

FARO ARM SERVICES

Instruments Available

- ✓✓ FARO ARM Quantum E V2 3.0m -7 axis
- ✓✓ Laser Tracker (Out Source)
- ✓✓ Surface Table, Height Gages
- ✓✓ Bore dial, Vernier , Micrometers
- ✓✓ All required measuring instruments

- **Periodical Calibration**
- **Onsite measurements**



ISO Certificates

IES Innovative Engg Automations Pvt. Ltd. demonstrates strong commitment to quality, safety, environment, and supply chain security through internationally recognized certifications. The company is certified under ISO 14001:2015 for Environmental Management, ISO 45001:2018 for Occupational Health and Safety, and ISO 28000:2022 for Supply Chain Security Management. These certifications cover the design, manufacture, and supply of precision automotive components and automation projects. The integrated management approach ensures regulatory compliance, risk reduction, safe working conditions, environmental protection, and secure operations. Continuous audits and surveillance reinforce performance improvement, reflecting the organization's dedication to operational excellence, sustainability, and stakeholder trust across all its activities.

Statement of Use

GRI 1-5

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

GENERAL

GRI 2



General

GRI 2

ORGANIZATIONAL DETAILS

GRI 2-1

IEAPL operates under the legal name Innovative Engineering Automations Private Limited, headquartered in Coimbatore, Tamil Nadu, India. The company operates across multiple facilities including manufacturing units, project sites, warehouses, and offices. It follows a private ownership structure and employs approximately 67 employees. IEAPL serves the automobile industry by providing automation solutions including fabrication, assembly, and installation services. The organization maintains operational control over all facilities included in the sustainability reporting boundary. Its activities contribute significantly to industrial automation while integrating ESG practices to ensure environmental responsibility and long-term sustainability.

1

GOVERNANCE STRUCTURE

GRI 2-9

IEAPL maintains a structured governance system led by the Managing Director, supported by senior leadership including Operations, Finance, HR, and ESG teams. Sustainability oversight is integrated into management functions, ensuring accountability across departments. ESG initiatives are monitored through periodic reviews, internal audits, and performance tracking systems. The governance structure includes decision-making processes for sustainability investments, risk management, and compliance. The leadership team ensures alignment with ESG goals, including emission reduction targets and ethical business practices. This structured governance approach enables effective implementation of sustainability strategies and continuous improvement in operational performance.

2

POLICY COMMITMENTS

GRI 2-23

IEAPL is committed to responsible business conduct through policies on ethics, anti-corruption, environmental protection, and human rights. The company adheres to regulatory requirements and international standards, ensuring transparency and accountability. Policies promote fair labor practices, non-discrimination, and workplace safety. Environmental commitments include reducing emissions, conserving resources, and implementing sustainable practices. IEAPL integrates ESG principles into decision-making processes, ensuring ethical operations across the value chain. These policy commitments guide employee behavior, supplier relationships, and stakeholder interactions, reinforcing the organization's dedication to sustainability and responsible industrial practices.

3

STAKEHOLDER ENGAGEMENT

GRI 2-29

IEAPL engages with key stakeholders including customers, employees, suppliers, investors, and regulatory authorities. Stakeholders are identified based on their influence and impact on business operations. Engagement methods include meetings, feedback systems, audits, and performance reviews. The company prioritizes transparency and responsiveness to stakeholder concerns, particularly regarding environmental performance and compliance. Regular communication helps identify expectations, risks, and opportunities for improvement. IEAPL incorporates stakeholder feedback into its sustainability strategy, ensuring alignment with ESG goals and enhancing trust, collaboration, and long-term relationships.

4

Material Topics

GRI 3

IDENTIFYING MATERIAL TOPICS

GRI 3-1

IEAPL identifies material topics through risk assessment, stakeholder engagement, and impact analysis across its value chain. The process includes evaluating environmental, social, and economic impacts associated with operations such as energy use, emissions, labor practices, and supply chain activities. Data from GHG reports, ESG audits, and operational reviews are used to determine key sustainability priorities. The company focuses on topics with significant impact on stakeholders and business performance. This structured approach ensures that IEAPL addresses critical sustainability issues while aligning with global standards and regulatory requirements.

LIST OF MATERIAL TOPICS

GRI 3-2

IEAPL's material topics include energy consumption, greenhouse gas emissions, waste management, water use, occupational health and safety, employee development, ethical governance, and supply chain sustainability. These topics are identified based on their environmental impact, regulatory significance, and stakeholder expectations. Climate change mitigation and resource efficiency are key priorities due to their operational relevance. Social topics such as employee well-being and diversity are also emphasized. Governance aspects include anti-corruption and compliance. These material topics guide IEAPL's sustainability strategy and reporting framework.

MANAGEMENT APPROACH

GRI 3-3

IEAPL adopts a structured management approach for each material topic, including policies, action plans, KPIs, and monitoring mechanisms. Environmental management focuses on energy efficiency, emission reduction, and waste minimization. Social initiatives include training, safety programs, and employee engagement. Governance practices emphasize transparency, ethics, and compliance. Performance is monitored through KPIs such as emission intensity, energy consumption, and training hours. Regular audits and reviews ensure effectiveness and continuous improvement. This integrated approach enables IEAPL to achieve sustainability objectives and enhance overall business performance.



List Of Material Topics



ENVIRONMENT

- Energy efficiency in manufacturing operations
- Scope 1 and Scope 2 GHG emissions
- Hazardous waste generation and disposal
- Air pollution from machining and fabrication
- Electricity consumption in automation systems
- Scrap metal recycling and recovery
- Chemical storage and spill prevention
- Compliance with environmental regulations
- Carbon footprint reduction initiatives
- Use of eco-friendly materials in design

- Workplace safety in fabrication and machining
- Accident and injury prevention systems
- Safety training and toolbox talks
- Use of personal protective equipment (PPE)
- Contractor safety management
- Emergency preparedness and response
- Employee health monitoring
- Machine safety and guarding systems
- Working hours and labor compliance
- Shop floor risk assessments



- Compliance with industrial and environmental laws
- Anti-bribery and anti-corruption controls
- Contract management and legal compliance
- Supplier code of conduct enforcement
- Internal audit and compliance verification
- Risk identification and mitigation processes
- Data security for engineering designs
- Ethical procurement practices
- Incident reporting and investigation systems
- Management review and accountability



GOVERNANCE

GRI 200

Governance

GRI 200

ECONOMIC PERFORMANCE

GRI 201-1, 4

IEAPL generates economic value through its automation solutions, contributing to revenue generation, employee wages, taxes, and community development while ensuring responsible distribution of value among stakeholders such as employees, suppliers, and government authorities. The company recognizes climate-related risks including rising energy costs, regulatory changes, and evolving customer expectations, but actively transforms these into opportunities by investing in energy-efficient technologies, renewable energy, and process optimization to enhance operational efficiency and reduce emissions. IEAPL also fulfills its social responsibility by providing comprehensive employee benefits such as health insurance, retirement plans, and welfare programs, ensuring workforce well-being and retention. Additionally, the company aligns with government policies and may receive incentives or subsidies that support sustainable investments, maintaining full transparency and compliance while strengthening its long-term economic resilience and ESG performance.

ENTRY-LEVEL WAGE RATIO

GRI 202-1

IEAPL ensures fair compensation practices by paying entry-level wages equal to or above statutory minimum wages applicable in Tamil Nadu. Wage structures are periodically reviewed to maintain competitiveness and support employee well-being. The company benchmarks salaries against industry standards to attract and retain skilled talent. Equal pay for equal work is maintained irrespective of gender or background. This approach enhances employee satisfaction, reduces turnover, and supports inclusive economic growth. IEAPL's fair wage policy reflects its commitment to ethical labor practices and compliance with labor regulations while contributing positively to local economic development.

LOCAL HIRING

GRI 202-2

IEAPL prioritizes hiring from local communities, particularly for operational and managerial roles, to support regional economic development. A significant proportion of senior management and workforce is recruited locally, ensuring better cultural alignment and reduced relocation impacts. This approach strengthens community relationships and enhances employee retention. Local hiring also reduces commuting-related emissions and supports regional skill development. IEAPL collaborates with local institutions to identify skilled talent and promote employment opportunities. By investing in local human resources, the company contributes to socio-economic development and builds a sustainable workforce aligned with its ESG commitments.

INDIRECT ECONOMIC IMPACTS

GRI 203-1 ,2

IEAPL invests in infrastructure development through advanced manufacturing facilities, energy-efficient equipment, automation technologies, and digital systems that enhance productivity, reduce resource consumption, and support long-term business growth. These investments not only improve operational efficiency but also contribute to reduced environmental impact and lower emissions. In addition, IEAPL generates significant indirect economic impacts by creating employment opportunities, supporting local suppliers and small enterprises, and contributing to regional economic development. Its automation solutions improve customer efficiency and industrial productivity, while sustainability initiatives reduce operational costs and environmental footprint. Community engagement further strengthens socio-economic development, reinforcing IEAPL's role as a responsible and sustainable organization.

LOCAL PROCUREMENT

GRI 204-1

IEAPL prioritizes procurement from local suppliers to support regional businesses and reduce supply chain emissions. A significant portion of procurement spending is directed toward local vendors, enhancing economic development and supply chain resilience. The company evaluates suppliers based on quality, cost, and sustainability criteria. Local sourcing reduces transportation-related emissions and improves delivery efficiency. IEAPL also encourages suppliers to adopt sustainable practices, strengthening overall ESG performance. This approach supports responsible procurement while contributing to economic growth and environmental sustainability.

ANTI-CORRUPTION

GRI 205-1, 2, 3

IEAPL adopts a comprehensive approach to prevent and manage corruption risks by conducting periodic assessments across key functions such as procurement, finance, and project execution, evaluating exposure based on transaction value, stakeholder interactions, and regulatory requirements. Robust internal controls, audit mechanisms, and management reviews ensure timely identification and mitigation of risks. The company strengthens ethical conduct through regular anti-corruption training programs, educating employees on compliance, integrity, and reporting mechanisms, while promoting a zero-tolerance culture. During the reporting period, no significant corruption incidents were recorded; however, a structured investigation and whistleblower protection system is in place to address any potential cases, ensuring transparency, accountability, and sustained stakeholder trust.

ANTI-COMPETITIVE BEHAVIOR

GRI 206-1

IEAPL operates in compliance with competition laws and avoids anti-competitive practices such as price fixing or market manipulation. The company ensures fair competition by maintaining transparency in pricing, procurement, and contractual agreements. No legal actions related to anti-competitive behavior were reported during the reporting period. IEAPL's policies promote ethical business conduct and compliance with regulatory requirements. Regular audits and monitoring ensure adherence to competition laws, supporting fair market practices and maintaining the company's reputation.



ENVIRONMENT

GRI 300

ENVIRONMENT

GRI 300

MATERIALS USED

GRI 301-1

IEAPL utilizes materials such as metals, electrical components, and fabrication inputs in its automation projects. Material usage is monitored to optimize consumption and reduce waste. The company tracks material usage by weight and volume to improve efficiency. Sustainable sourcing practices are encouraged to minimize environmental impact. IEAPL continuously evaluates material alternatives to enhance recyclability and reduce resource consumption. Efficient material management contributes to cost savings and environmental sustainability.

RECYCLED MATERIALS

GRI 301-2

IEAPL incorporates recycled materials wherever feasible, particularly in metal components and packaging. The company promotes reuse and recycling within its operations to reduce dependency on virgin resources. Suppliers are encouraged to provide recycled inputs, supporting circular economy practices. Recycling initiatives reduce waste generation and environmental impact. IEAPL tracks recycled material usage to improve sustainability performance and meet ESG goals.

RECLAIMED PRODUCTS

GRI 301-3

IEAPL implements product and packaging recovery practices to minimize waste. Reusable packaging materials are utilized to reduce disposal. Scrap materials from manufacturing processes are collected and recycled through authorized vendors. These initiatives support resource efficiency and waste reduction. IEAPL's approach aligns with circular economy principles, enhancing sustainability performance.

ENERGY CONSUMPTION

GRI 302-1

IEAPL consumes energy primarily through electricity and fuel usage in manufacturing and operations. Total electricity consumption contributes to Scope 2 emissions of 545.86 tCO₂e. Energy usage is monitored regularly to identify efficiency opportunities. The company adopts energy-saving technologies such as LED lighting and VFD systems. Efficient energy management reduces operational costs and environmental impact.

ENERGY OUTSIDE ORGANIZATION

GRI 302-2

Indirect energy consumption includes transportation, logistics, and supplier activities. IEAPL monitors these impacts under Scope 3 emissions. Efforts are made to optimize logistics and reduce energy use across the value chain. Supplier engagement programs promote energy efficiency. These initiatives contribute to reducing overall carbon footprint.

ENERGY INTENSITY

GRI 302-3

IEAPL measures energy intensity based on production output and employee count. The company recorded emission intensity of 21.26 tCO₂e per employee. Monitoring intensity helps track efficiency improvements. Continuous optimization reduces energy consumption per unit of output.

ENERGY REDUCTION

GRI 302-4

IEAPL achieved energy reductions through LED implementation and operational improvements, resulting in approximately 5% electricity savings. Preventive maintenance and smart controls further reduce energy consumption. These initiatives contribute to emission reduction targets.

PRODUCT ENERGY REDUCTION

GRI 302-5

IEAPL designs automation systems that improve energy efficiency for customers. These solutions reduce energy consumption during operation. Energy-efficient products enhance sustainability performance across the value chain.

ALL WATER DISCLOSURES

GRI 303-1, 2, 3, 4, 5

IEAPL monitors water usage for operational and domestic purposes. Water withdrawal, discharge, and consumption are tracked to ensure responsible usage. Wastewater is treated before discharge, complying with regulatory standards. Water conservation measures such as reuse and rainwater harvesting are implemented. These initiatives reduce water consumption and environmental impact.

BIODIVERSITY

GRI 304-1, 2, 3, 4

IEAPL operations are located in industrial areas with minimal biodiversity impact. The company ensures compliance with environmental regulations to prevent ecological damage. Green initiatives such as tree plantation and habitat restoration are promoted. These actions support biodiversity conservation and environmental sustainability.

SCOPE 1 EMISSIONS

GRI 305-1

IEAPL reports Scope 1 emissions of 2,497.41 tCO₂e, arising from direct sources under its operational control. These include diesel consumption in generators, fuel used in company vehicles, LPG usage, and refrigerant leakage from air-conditioning systems. Diesel generators contribute the largest share, followed by transportation and fuel usage. The company monitors fuel consumption through records and implements reduction measures such as preventive maintenance, fuel-efficient equipment, and optimized operations. Continuous monitoring and efficiency improvements aim to reduce direct emissions. IEAPL is also exploring cleaner fuel alternatives and electrification options to further minimize Scope 1 emissions in alignment with sustainability goals.

CALCULATION PERIOD: JANUARY 2025 TO DECEMBER 2025

GHG EMISSION REPORTING FREQUENCY: ANNUALLY

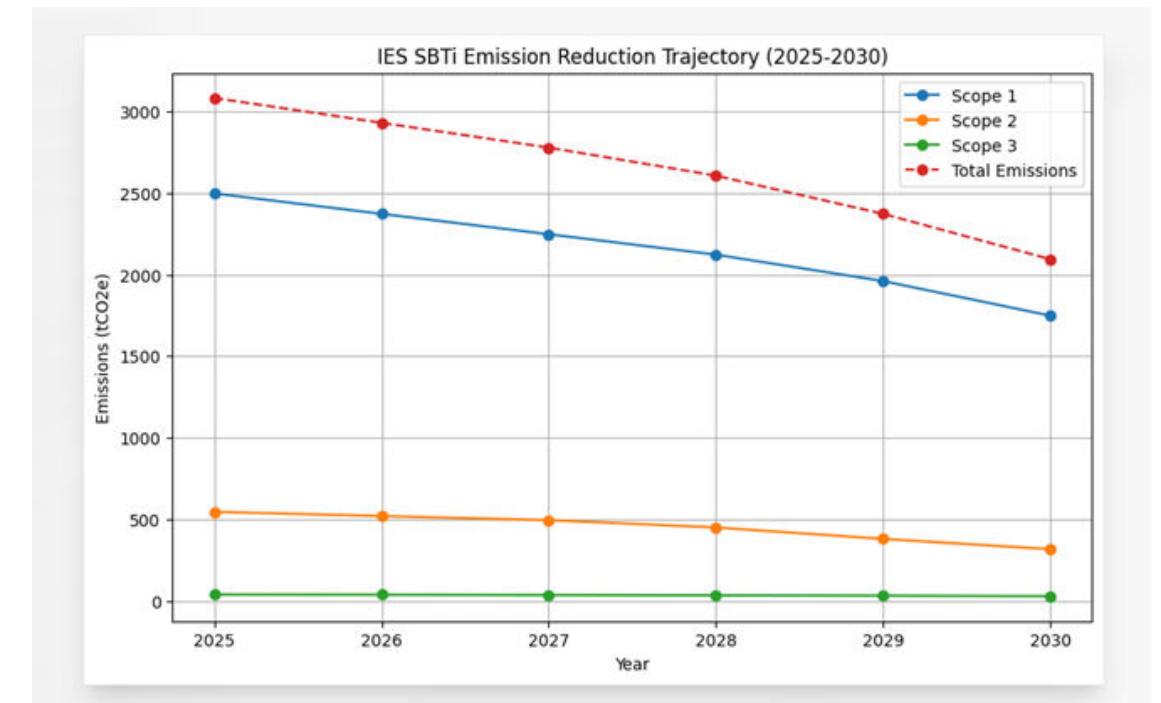
EMISSIONS	CURRENT YEAR JANUARY 2025 TO DECEMBER 2025
Scope 1	2,497.41
Scope 2	545.86
Scope 3	19.32
Scope 3 Upstream	39.05
Scope 3 Downstream	0.27
Total GHG Emission	3,082.59

IEAPL's Scope 2 emissions total 545.86 tCO₂e, primarily resulting from purchased electricity used across offices, manufacturing units, and operational facilities. Electricity consumption is a key contributor to indirect emissions due to grid dependency. The company tracks energy usage through utility bills and monitoring systems to identify reduction opportunities. Energy efficiency initiatives such as LED lighting, energy-efficient machinery, and smart control systems have been implemented to reduce consumption. IEAPL plans to adopt renewable energy sources, including rooftop solar installations, to further reduce Scope 2 emissions and improve energy sustainability while supporting long-term carbon reduction targets.

SBTI ALIGNED EMISSION REDUCTION TARGETS

Scope	Base Year Emissions	2030 Target	Reduction %	Target Emissions 2030
Scope 1	2,497.41	30% Reduction	30%	1,748.19
Scope 2	545.86	42% Reduction	42%	316.60
Scope 3	39.32	25% Reduction	25%	29.49
Total	3,082.59	35% Overall	35%	2,094.28

SBTI EMISSION REDUCTION TRAJECTORY



SCOPE 2 EMISSIONS
GRI 305-2

SCOPE 3 EMISSIONS
GRI 305-3

IEAPL reports Scope 3 emissions of 39.32 tCO₂e, covering indirect emissions from activities such as purchased materials, transportation, waste disposal, employee commuting, and business travel. Upstream emissions contribute 39.05 tCO₂e, while downstream emissions account for 0.27 tCO₂e. These emissions are estimated based on available data and standard emission factors. IEAPL is working to improve data accuracy through supplier engagement and monitoring systems. Reduction initiatives include logistics optimization, increased use of virtual meetings, and waste recycling programs. Addressing Scope 3 emissions is essential for achieving comprehensive carbon footprint reduction and aligning with ESG commitments.

GHG EMISSIONS INTENSITY

GRI 305-4

IEAPL monitors greenhouse gas emissions intensity to evaluate efficiency relative to operational output. The company recorded an emission intensity of 21.26 tCO₂e per employee and 36.26 tCO₂e per project. These metrics provide insights into energy efficiency and operational performance. By tracking intensity indicators, IEAPL identifies opportunities to reduce emissions per unit of production. Continuous improvements in process optimization, energy management, and resource utilization contribute to lowering intensity levels. These measures support sustainable growth while maintaining productivity and competitiveness, ensuring alignment with long-term emission reduction strategies and ESG objectives.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

GRI 305-6

IEAPL monitors emissions related to ozone-depleting substances, primarily from refrigerant gases used in air-conditioning and cooling systems. Refrigerant leakage contributes a small portion of Scope 1 emissions. The company ensures proper handling, storage, and maintenance of cooling systems to minimize leakage. Regular inspections and preventive maintenance help detect and control emissions. IEAPL is gradually transitioning to environmentally friendly refrigerants with lower ozone depletion and global warming potential. Compliance with environmental regulations and best practices ensures minimal impact on the ozone layer and supports the company's commitment to environmental sustainability.

WASTE MANAGEMENT

GRI 306-1, 2, 3, 4, 5, 6

IEAPL generates waste including metal scrap, packaging materials, and general operational waste as part of its manufacturing and automation activities. The company has implemented effective waste segregation practices at source to ensure proper handling and disposal. Recyclable materials such as metal scrap are sent to authorized recyclers, supporting resource recovery and circular economy principles. Hazardous waste is managed strictly through certified vendors in compliance with regulatory requirements. IEAPL also promotes waste reduction initiatives by optimizing material usage and minimizing process losses. Continuous monitoring, audits, and employee awareness programs help improve waste management efficiency and reduce overall environmental impact.

IEAPL evaluates its suppliers based on defined environmental criteria, including waste management practices, energy consumption, regulatory compliance, and overall environmental performance. The company encourages suppliers to adopt sustainable practices such as resource efficiency, emission reduction, and responsible waste handling. Environmental considerations are integrated into supplier selection and performance evaluation processes. In cases where negative environmental impacts are identified, IEAPL works closely with suppliers to implement corrective actions and improvement plans. Regular monitoring and engagement ensure compliance and continuous enhancement. This approach strengthens supply chain sustainability, reduces environmental risks, and aligns supplier practices with IEAPL's ESG commitments.

GHG EMISSIONS REDUCTIONS

GRI 305-5

IEAPL has achieved measurable reductions in greenhouse gas emissions through targeted initiatives. Key achievements include an 8% reduction in diesel consumption through operational efficiency improvements and a 5% reduction in electricity usage through LED lighting implementation. Preventive maintenance programs and optimized logistics have further contributed to emission reduction. Increased use of virtual meetings has reduced travel-related emissions. These initiatives demonstrate IEAPL's commitment to sustainability and continuous improvement. The company aims to further reduce emissions by adopting renewable energy, improving energy efficiency, and implementing advanced technologies aligned with its Net Zero and SBTi targets.

NOX, SOX, AND OTHER AIR EMISSIONS

GRI 305-7

IEAPL generates air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter from fuel combustion in diesel generators and company vehicles. These emissions are monitored through fuel consumption data and standard emission factors. The company implements control measures such as regular equipment maintenance, use of cleaner fuels, and operational efficiency improvements to reduce air pollutants. Efforts to optimize transportation and reduce fuel usage further minimize emissions. IEAPL remains committed to improving air quality and complying with environmental standards by adopting cleaner technologies and reducing harmful emissions.

ENVIRONMENTAL COMPLIANCE

GRI 307-1

IEAPL strictly complies with all applicable environmental laws, regulations, and statutory requirements relevant to its operations in India. The company maintains a structured compliance management system to monitor adherence to environmental standards, including emissions, waste management, and resource usage. During the reporting period, no significant instances of non-compliance or penalties were recorded. Regular internal audits, inspections, and management reviews are conducted to ensure continuous alignment with legal and regulatory obligations. IEAPL also keeps track of updates in environmental legislation and implements necessary changes proactively, thereby strengthening its environmental performance, minimizing risks, and reinforcing its commitment to sustainable and responsible operations.

SUPPLIER ENVIRONMENT

GRI 308-1, 2





SOCIAL

GRI 400

Social

GRI 400

EMPLOYMENT

GRI 401-1, 2, 3

IEAPL maintains fair and transparent employment practices covering recruitment, onboarding, retention, and employee welfare. The company ensures equal opportunity in hiring and promotes a safe, inclusive, and supportive work environment. Employees are provided with statutory benefits such as provident fund, insurance, and other welfare programs, along with additional health and safety benefits to enhance well-being. IEAPL regularly monitors employee turnover and analyzes trends to strengthen retention strategies and improve job satisfaction. Continuous engagement, skill development opportunities, and performance-based growth further support workforce stability, ensuring a motivated and productive workforce aligned with the organization's long-term sustainability goals.



LABOR RELATIONS

GRI 402-1

IEAPL ensures transparent and timely communication with employees regarding significant operational changes that may impact employment, working conditions, or organizational structure. The company provides advance notice in line with applicable labor laws and internal policies, allowing employees adequate time to prepare and respond. Open communication channels, including meetings, circulars, and HR interactions, are used to keep employees informed and engaged. This approach fosters trust, reduces uncertainty, and promotes a positive work environment. IEAPL's commitment to fair labor practices and clear communication strengthens employee relations, ensures compliance with legal requirements, and supports organizational stability and workforce confidence.

TRAINING & EDUCATION

GRI 404-1, 2, 3

IEAPL provides structured training and development programs to enhance employee skills, competencies, and overall performance. The company tracks average training hours per employee to measure effectiveness and ensure continuous learning. Training initiatives cover technical skills, occupational health and safety, quality standards, and ESG awareness to align employees with organizational goals. Regular skill development programs, workshops, and on-the-job training help improve productivity and innovation. IEAPL also encourages career growth through performance evaluations and development plans. This focus on continuous learning strengthens workforce capability, improves operational efficiency, and supports long-term organizational sustainability and employee engagement.

NON- DISCRIMINATION

GRI 406-1

IEAPL maintains a strict zero-tolerance policy toward all forms of discrimination, including those based on gender, age, religion, ethnicity, or any other personal characteristic. The company has established clear policies and procedures to ensure fair and respectful treatment of all employees across its operations. During the reporting period, no major incidents of discrimination were reported. IEAPL promotes awareness through training and communication programs, encouraging employees to uphold inclusive values. Grievance redressal mechanisms are in place to address concerns promptly and confidentially. This commitment strengthens workplace harmony, ensures compliance with labor laws, and fosters a culture of equality and respect.

OCCUPATIONAL HEALTH & SAFETY

GRI 403-2, 8, 9, 10

IEAPL maintains a robust occupational health and safety (OH&S) management system to ensure a safe and healthy work environment for all employees. Workers are covered under structured safety programs that include hazard identification, risk assessment, and incident monitoring. Regular safety training programs are conducted to enhance awareness and promote safe working practices. The company ensures the provision and mandatory use of appropriate Personal Protective Equipment (PPE) across all operational areas. Preventive measures, audits, and continuous monitoring help minimize workplace risks and incidents. IEAPL's proactive approach strengthens safety culture, ensures regulatory compliance, and protects employee well-being.

DIVERSITY & EQUAL OPPORTUNITY

GRI 405-1 & 2

IEAPL promotes diversity and equal opportunity across its workforce by ensuring fair and inclusive employment practices. The company encourages participation from individuals of different backgrounds, fostering a workplace culture that values respect, equality, and inclusion. Workforce composition reflects a commitment to diversity across roles and functions. IEAPL maintains equal pay for equal work, ensuring that compensation and benefits are provided without discrimination based on gender or other factors. Recruitment, promotion, and development decisions are based on merit and performance. This approach strengthens organizational culture, enhances employee engagement, and supports sustainable growth through inclusive and equitable practices.

CHILD & FORCED LABOR

GRI 408-1 & 409-1

IEAPL strictly prohibits the use of child labor and forced labor across all its operations and supply chain activities. The company adheres to applicable labor laws and international standards to ensure ethical employment practices. Regular supplier assessments and audits are conducted to verify compliance with child labor and forced labor regulations. During the reporting period, no significant risks or incidents related to child or forced labor were identified. IEAPL includes these requirements in supplier agreements and promotes awareness among stakeholders. This approach reinforces the company's commitment to human rights, ethical sourcing, and responsible business conduct.

HUMAN RIGHTS ASSESSMENT

GRI 412-1, 2, 3

IEAPL conducts periodic human rights assessments across its operations and key areas of the supply chain to identify and address potential risks. The company provides training and awareness programs to employees to ensure understanding and adherence to human rights principles, including fair treatment, non-discrimination, and safe working conditions. Human rights clauses are incorporated into supplier and business contracts to ensure alignment with ethical standards and legal requirements. Compliance is regularly monitored through internal reviews and audits. This structured approach helps IEAPL uphold ethical operations, protect stakeholder rights, and reinforce its commitment to responsible and sustainable business practices.

LOCAL COMMUNITIES

GRI 413-1, 2

IEAPL actively engages with local communities by supporting development initiatives and creating employment opportunities that contribute to regional growth. The company prioritizes local hiring and collaborates with nearby stakeholders to enhance socio-economic development. Community-focused programs may include skill development, awareness initiatives, and support for local infrastructure where feasible. IEAPL ensures that its operations do not adversely impact surrounding communities and maintains open communication channels to address concerns. These efforts strengthen relationships, build trust, and promote inclusive growth. By contributing to community well-being, IEAPL reinforces its commitment to social responsibility and sustainable development.

SUPPLIER SOCIAL ASSESSMENT

GRI 414-1, 2

IEAPL evaluates its suppliers based on defined social criteria, including labor practices, occupational health and safety, human rights compliance, and ethical conduct. These criteria are integrated into the supplier selection and performance review process to ensure alignment with the company's ESG standards. Regular assessments and audits are conducted to monitor compliance and identify potential risks within the supply chain. In cases of non-compliance, IEAPL works collaboratively with suppliers to implement corrective actions and improvement plans within defined timelines. This approach strengthens responsible sourcing, minimizes social risks, and ensures that suppliers uphold fair, safe, and ethical working conditions.

CUSTOMER HEALTH & SAFETY

GRI 416-1, 2

IEAPL ensures product safety by implementing stringent testing procedures and quality control measures throughout the design, manufacturing, and installation stages of its automation solutions. The company follows applicable safety standards and customer specifications to minimize risks associated with product use. Regular inspections, performance testing, and validation processes are conducted to ensure reliability and safety. During the reporting period, no major incidents of non-compliance with health and safety regulations were reported. IEAPL remains committed to continuous improvement in product quality and safety, thereby protecting customers, enhancing trust, and supporting responsible business practices aligned with ESG commitments.

DATA SECURITY

GRI 418-1

IEAPL ensures the protection of customer and business data through the implementation of secure IT systems, access controls, and data management policies. The company adopts appropriate cybersecurity measures such as firewalls, password protection, and restricted access to sensitive information to prevent unauthorized use or breaches. Regular monitoring and system updates are conducted to maintain data integrity and confidentiality. Employees are also made aware of data protection practices through internal guidelines and training. During the reporting period, no incidents of data breaches or customer data loss were reported, reinforcing IEAPL's commitment to information security and stakeholder trust.

SOCIO-ECONOMIC COMPLIANCE

GRI 419-1

IEAPL complies with all applicable laws and regulations governing its operations, including labor laws, environmental regulations, and corporate governance requirements. The company maintains a structured compliance framework supported by internal controls, regular audits, and management reviews to ensure adherence to legal obligations. During the reporting period, no significant violations, penalties, or instances of non-compliance were reported. IEAPL proactively monitors regulatory updates and implements necessary changes to remain aligned with statutory requirements. This strong compliance culture supports ethical business conduct, minimizes legal risks, and reinforces the company's commitment to sustainable, transparent, and responsible operations.



Sustainability Performance Data (1st January 2025 to 31st December 2025)

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
1	Biodiversity	Implement site-level controls to avoid habitat disturbance and track biodiversity impacts within operational boundaries	Biodiversity	Percentage	13
2	Waste Management (Non-Hazardous)	Record, segregate, and dispose non-hazardous waste through authorized recyclers on a monthly basis	Total weight of non-hazardous waste	Kgs	8067.29
3	Sustainable Procurement	Conduct on-site sustainability audits for all identified high-risk suppliers as per annual audit plan	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
4	Waste Segregation	Enforce waste segregation at generation points with labeled bins and periodic inspection logs	Improve segregation at source	Percentage	100
5	Diversity & Inclusion	Track gender diversity and implement hiring plans to increase female workforce participation	Percentage of women employed in the whole organization	Percentage	11
6	Water Consumption	Monitor daily water usage through meter readings and maintain consumption logs per department	Total water consumption	Liters	1824270
7	Ethics & Compliance	Maintain conflict of interest disclosure register and review declarations annually	Identify and manage conflicts of interest	Percentage	100
8	Employee Welfare	Implement structured welfare programs including medical camps, insurance, and engagement activities	Increase employee welfare initiatives	Count	5
9	Air Emissions	Measure and record emissions from operations and ensure compliance with regulatory thresholds	Total weight of air pollutants	Metric Tons	0.51
10	Working Conditions	Conduct quarterly inspections to verify compliance with workplace safety and labor standards	Working conditions	Percentage	100
11	Human Rights	Maintain zero tolerance policy and investigate any human rights complaints within defined timelines	Ensure zero human rights violations	Count	0
12	Anti-Corruption	Maintain incident register and conduct quarterly compliance checks for corruption risks	Number of confirmed corruption incidents	Count	0
13	Chemical Safety	Store chemicals with proper labeling, MSDS availability, and secondary containment systems	Ensure proper chemical storage and labeling	Percentage	100

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
14	Scope 1 Emissions	Track fuel consumption and calculate direct emissions using standard emission factors	Total gross Scope 1 GHG emissions	MTCO ₂ e	2497.41
15	Scope 2 Emissions	Monitor electricity consumption and calculate indirect emissions based on grid emission factors	Total gross Scope 2 GHG emissions (market or location based)	MTCO ₂ e	545.86
16	Scope 3 Emissions	Identify and quantify indirect emissions from logistics and procurement activities	Total gross Scope 3 GHG emissions	MTCO ₂ e	39.32
17	Downstream Emissions	Measure emissions from product distribution and usage where applicable	Total gross Scope 3 Downstream GHG emissions	MTCO ₂ e	0.27
18	Upstream Emissions	Calculate emissions from purchased goods and services and supplier activities	Total gross Scope 3 Upstream GHG emissions	MTCO ₂ e	39.05
19	Occupational Health & Safety	Record and monitor lost-time injury frequency and implement corrective actions	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
20	Resource Consumption	Track consumption of operational materials and chemicals through inventory logs	Materials, chemicals, and waste	Liters	49133.28
21	Ethics Training	Conduct mandatory annual ethics training and maintain attendance records	Percentage of employees trained on business ethics	Percentage	100
22	Incident Management	Record, investigate, and close incidents within defined turnaround time	Improve reporting and investigation of incidents	Count	0
23	Air Quality	Monitor ambient air quality levels and maintain compliance records	Improve overall air quality performance	Percentage	100
24	Information Security	Implement access controls, password policies, and periodic system audits	Commitment to Information Security	Percentage	100
25	Equal Training Access	Ensure all employees receive equal access to training programs and maintain records	Ensure equal training access	Percentage	100
26	Water Management	Monitor water usage and implement conservation practices	Water	Liters	1788500
27	Employee Training	Track training hours per employee and ensure minimum annual requirements	Average hours of training per employee	Hours	22
28	Supplier Assessment	Conduct sustainability assessments for all critical suppliers annually	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
29	Fraud Prevention	Maintain fraud reporting mechanism and investigate all reported cases	Prevent fraudulent activities	Count	0
30	Cybersecurity	Track and respond to information security incidents	Number of confirmed information security incidents	Count	0
31	Air Pollution Index	Monitor emission indicators and maintain acceptable index levels	Air pollution	Index	22

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
32	Inclusion	Track representation of minority groups and ensure equal opportunities	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	9
33	Supplier Code of Conduct	Obtain signed code of conduct from all suppliers before onboarding	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
34	Water Efficiency	Improve infrastructure efficiency through leak detection and reuse systems	Improve water infrastructure efficiency	Percentage	95
35	Customer Safety	Conduct safety awareness training for customers where applicable	Conduct customer safety training programs	Percentage	100
36	Anti-Money Laundering	Monitor financial transactions and report suspicious activities	Eliminate money laundering incidents	Count	0
37	Labor Standards	Prohibit child labor, forced labor, and human trafficking in operations and supply chain	Child labor, forced labor, and human trafficking	Count	0
38	Workplace Safety	Track and prevent workplace accidents through safety audits	Number of work-related accidents	Count	0
39	Renewable Energy	Track renewable energy usage and evaluate adoption opportunities	Total renewable energy consumption	kWh	0
40	Supplier Contracts	Include ESG clauses in all supplier contracts and agreements	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
41	Water Reuse	Implement reuse systems and track percentage of reused water	Increase water reuse rate	Percentage	30
42	Anti-Bribery	Maintain anti-bribery controls and conduct compliance audits	Prevent bribery in all operations	Count	0
43	Employee Engagement	Conduct structured consultation meetings and maintain records	Increase structured consultation meetings	Count	6
44	Water Recycling	Measure recycled water and maintain reuse logs	Total amount of water recycled and reused	Liters	456067.5
45	Environmental Advocacy	Conduct awareness programs and sustainability campaigns	Environmental services and advocacy	Count	6
46	Health & Safety	Maintain zero incidents through preventive safety systems	Employee health and safety	Count	0
47	Energy Consumption	Track total energy consumption monthly	Total energy consumption	kWh	545.86
48	Supplier Development	Engage suppliers in corrective action programs post audit	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
49	Hazardous Waste	Dispose hazardous waste via authorized vendors with documentation	Total weight of hazardous waste	Kgs	1083.57
50	Sustainable Materials	Increase use of sustainable materials in operations	Promote sustainable material consumption	Percentage	25
51	Customer Safety	Monitor and address customer safety issues	Customer health and safety	Count	0
52	Social Dialogue	Conduct employee communication forums and feedback sessions	Social dialogue	Count	8
53	Sustainable Procurement Training	Train procurement teams on ESG criteria and supplier evaluation	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
54	Anti-Discrimination	Maintain zero tolerance and investigate complaints	Eliminate discrimination incidents	Count	0
55	Whistleblower Mechanism	Maintain confidential reporting mechanism and track cases	Number of reports related to whistleblower procedure	Count	0
56	External Human Rights	Monitor human rights compliance among external stakeholders	External stakeholder human rights	Count	0
57	Waste Recovery	Track waste recycled and recovered through authorized channels	Total weight of waste recovered	Kgs	2420.19
58	Energy & Emissions	Monitor energy consumption linked to emissions	Energy consumption and GHGs	kWh	545.86
59	Biodiversity Protection	Ensure no operational harm to surrounding biodiversity	Prevent harm to local biodiversity	Count	0
60	Harassment Prevention	Implement grievance mechanism and awareness training	Discrimination and Harassment	Count	0
61	Leadership Development	Conduct leadership training and succession planning programs	Develop future leadership capabilities	Count	5
62	Career Development	Provide structured training programs and track participation	Career management and training	Percentage	100

GRI Index

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

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APPENDIX - 3

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

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

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassuranc.com
Date : 21st January, 2026

Authorized Representative (Assurer)

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