



RAMAKRISHNA SERVICES

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Dombivli, Thane District- 421201, Maharashtra, India.

CORPORATE SUSTAINABILITY REPORT

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Opapdiwal

PREPARED BY
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About Us

RKS is a trusted provider of machinery, equipment, and engineering support services in India, dedicated to delivering reliable and efficient solutions to industrial and commercial clients. We specialize in the supply and trading of machinery, equipment, and spare parts, ensuring the availability of high-quality products that meet customer requirements and industry standards.

In addition to equipment supply, RKS offers comprehensive onsite operation and maintenance services, helping clients optimize performance, improve reliability, and minimize downtime. Our experienced team also provides servicing, installation, and commissioning of machinery and equipment, ensuring safe, efficient, and seamless project execution.

At RKS, we are committed to quality, customer satisfaction, workplace safety, and sustainable business practices. By integrating Environmental, Social, and Governance (ESG) principles into our operations, we strive to create long-term value for our stakeholders while promoting responsible and ethical business conduct. Through technical expertise, professional service, and continuous improvement, RKS aims to be a preferred partner for industrial solutions across diverse sectors.



Our Services

We undertake manufacturing, projects, erection and commissioning of products and services for Operation and Maintenance Services for Chemical Plant, Operation and Maintenance Services for Textile Plants, Operation and Maintenance Service for Pharmaceutical Plant, Troubleshooting Consultancy Service for Chemical Plant, Troubleshooting Consultancy Service for Textile Plants, Troubleshooting Consultancy Service for Pharmaceutical Plant.

Services We Offer

- ❖ **Spares:** All Indian/Trading spares all types of burners. Boilers, Furnaces, heating systems. IBR & Non IBR Industrial Valves.
- ❖ **Engineering, Operation and Maintenance Services:** For all types of Indian as well as imported burners, boilers, Thermic fluid heaters. Troubleshooting, Engineering as well as energy auditing services. Up gradations in above systems. Site erection, IBR & Non IBR Piping & Fabrication jobs. Turkey projects. Automation jobs. Boiler operating manpower supply contracts. Revamping of Operating Systems. We also provide manpower services to various types of industries.
- ❖ **Manufacturing:** Heating & Pumping units, Burner parts & other fabrication items.

Aim / Vision / Mission

Our Core Purpose : Energy And OMP Partners.

Our Core Values

- **Teamwork:** We encourage and maintain teamwork culture.
- **Responsibility:** We are responsible and responsive to our activities.
- **Diversity:** We encourage diversity of products within our range of field and in our activities and service work.
- **Excellence:** We strive for excellence in whatever we produce.
- **Understanding:** We understand each aspect of our company and customer interests.
- **Integrity:** We adhere to high ethical and professional standards in our work.
- **Service:** We strive for number one in our field services.
- **Leadership:** We believe in the importance of leadership development and in leadership as a quality.



Why Us?



As a distinguished business name, we have seen a number of ups and downs in the realm. Engrossed in presenting top class consignment of products to our customers, we have been successful in comprehending the needs of our customers in the best possible manner. Our sound strategies, client centric approaches, profound industry knowledge and qualitative variety of products have helped us in mustering huge patrons across the market.

OUR PRODUCTS



Flame Sensor



Regulating Valves



Industrial Nozzle



Sequence Controller



Operation and Maintenance Services



Burner Gun



Industrial Pumps



Industrial Burners



Electrical Motors



Rubber and Teflon



Water Level Control



Ignition System



Electric Motor



Industrial Gas Burner



Burner Pumping Unit



Troubleshooting Consultancy Services



Pressure Control



Atlas Copco Air Compressor



Industrial burner



Burner Diffuser Plate



Burner Damper Unit



Viton O Rings



Industrial Compressors



Baby Boilers



Heating Unit



Three Phase Motor



Air Compressor



New Items

ISO CERTIFICATIONS



RKS is committed to maintaining an integrated management system aligned with ISO 14001:2015, ISO 45001:2018, and ISO 27001:2022 standards. We strive to protect the environment, ensure the health and safety of employees and stakeholders, and safeguard information assets across all business activities, including the supply and trading of machinery and equipment, onsite operation and maintenance, servicing, installation, and commissioning services. Through risk-based thinking, legal compliance, employee awareness, resource optimization, and continual improvement, we aim to enhance operational efficiency, prevent environmental pollution, reduce workplace hazards, and maintain information security, thereby delivering sustainable value to customers and stakeholders.



Statement of Use

GRI 1-5

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



Introduction & Profiles



Established in the year 2006, Ramakrishna Services is a leading business name betrothed in Manufacturing, a world-class collection of products which Baby Boilers, Industrial Burners, Burner Diffuser Plate, Ignition System and more. We also provide the Troubleshooting Consultancy Services, Operation and Maintenance Services to our clients.

We are committed and expect accountability from our leaders and team members, both in the results of our efforts and in the processes we use to accomplish our goals. We adhere to high ethical and professional standards in our work and personal relationships. We are fair and respectful in our interactions, and we conscientiously steward the resources entrusted to us.

Organizational Details

GRI 2-1

Basic Information	
Nature of Business	Service Provider and Others
Additional Business	Works Contract Retail Business
Company CEO	Udaykumar Shrinivas Kulkarni
Registered Address	Plot No. W14, Sonarpada, MIDC, Mumbai, Maharashtra, 421201 , Dombivli- 421201, Maharashtra, India
Total Number of Employees	51 to 100 People
GST Registration Date	01-07-2017
Legal Status of Firm	Proprietorship
Annual Turnover	1.5 - 5 Cr
GST Partner Name	Udaykumar Shrinivas Kulkarni

Activities, Value Chain and Business Relationships

GRI 2-6



RKS operates throughout the machinery and equipment value chain, including sourcing, procurement, transportation, warehousing, installation, commissioning, maintenance, and after-sales technical support. The company collaborates with suppliers, logistics providers, contractors, customers, and service partners to deliver efficient and reliable industrial solutions. Sustainability considerations are integrated into procurement, transportation planning, operational management, and supplier engagement activities. The company promotes responsible sourcing, environmental compliance, and ethical business conduct among business partners. Through continuous collaboration with stakeholders and service providers, RKS seeks to minimize environmental impacts, improve operational efficiency, strengthen supply chain resilience, and support long-term sustainable development objectives.

Governance Structure and Composition

GRI 2-9

RKS maintains a governance structure designed to support accountability, transparency, and sustainable business performance. Senior management provides oversight of environmental, social, health and safety, compliance, and operational activities. Responsibilities related to ESG performance, regulatory compliance, resource management, and risk management are assigned across relevant departments. The governance framework promotes ethical conduct, strategic decision-making, stakeholder engagement, and continuous improvement. Management regularly reviews sustainability performance indicators, environmental objectives, workplace safety initiatives, and compliance obligations to ensure alignment with organizational goals. This governance approach enables effective implementation of sustainability initiatives and supports responsible business growth.

Role of the Highest Governance Body in Overseeing Impacts

GRI 2-12

The highest level of management at RKS is responsible for overseeing the organization's environmental, social, and economic impacts. Management reviews sustainability objectives, greenhouse gas emissions, energy consumption, waste management practices, workplace safety performance, ethical compliance, and stakeholder expectations. Sustainability considerations are integrated into strategic planning, operational decision-making, and resource allocation processes. Regular reviews of ESG performance indicators help identify improvement opportunities and emerging risks. Through active leadership involvement, the company ensures that sustainability commitments are effectively implemented, monitored, and continuously improved while maintaining compliance with applicable legal and stakeholder requirements.

Policy Commitments

GRI 2-23

RKS is committed to conducting business responsibly through policies that support environmental protection, occupational health and safety, ethical conduct, human rights, anti-corruption, and sustainable procurement. These policy commitments establish expectations for employees, contractors, suppliers, and business partners. The company promotes compliance with legal requirements, responsible resource consumption, pollution prevention, climate action, workplace safety, and stakeholder engagement. Employees receive training and awareness programs to reinforce policy implementation and encourage responsible behavior. Through these commitments, RKS aims to create a positive impact on society, protect the environment, and support long-term organizational sustainability.

Process of Identifying Sustainability-Related Impacts GRI 3-1

RKS follows a systematic process to identify environmental, social, and economic impacts arising from its operations and value chain activities. The assessment considers emissions, energy use, waste generation, workplace safety, labor practices, compliance, and stakeholder concerns. Information is gathered through risk assessments, operational reviews, performance monitoring, and stakeholder engagement.

List of Material Topics GRI 3-2

RKS has identified material sustainability topics that significantly influence business performance and stakeholder expectations. Key topics include climate change, greenhouse gas emissions, energy efficiency, waste management, occupational health and safety, employee development, ethical conduct, human rights, responsible procurement, supply chain sustainability, customer satisfaction, community engagement, and business continuity.

Most Material Governance Topics

- ❖ Board Diversity and Independence
- ❖ ESG Governance and Oversight
- ❖ Whistleblower Protection Mechanism
- ❖ Data Governance and Cybersecurity
- ❖ Stakeholder Engagement and Communication
- ❖ Policy Management and Updates
- ❖ Performance Monitoring and Reporting
- ❖ Ethical Procurement Practices
- ❖ Business Continuity Planning
- ❖ Compliance Training and Awareness

Most Material Social Topics

- ❖ Community Engagement and Development
- ❖ Local Employment Generation
- ❖ Supplier Social Responsibility
- ❖ Anti-Discrimination and Equal Opportunity
- ❖ Employee Grievance Mechanism
- ❖ Work-Life Balance Initiatives
- ❖ Data Privacy and Information Security
- ❖ Responsible Customer Relations
- ❖ Training on ESG and Ethics
- ❖ Emergency Preparedness and Response

Most Relevant Environmental Topics

- ❖ Use of Renewable Energy Sources
- ❖ Carbon Footprint Reduction Initiatives
- ❖ Recycling and Reuse Practices
- ❖ Packaging Waste Reduction
- ❖ Noise Pollution Management
- ❖ Resource Efficiency in Operations
- ❖ Green Logistics and Transportation
- ❖ Supplier Environmental Performance
- ❖ Eco-friendly Maintenance Practices
- ❖ Environmental Awareness and Training

Management Approach for Material Topics GRI 3-3

RKS manages material sustainability topics through defined policies, objectives, responsibilities, and performance monitoring systems. Environmental efforts focus on emissions reduction, energy conservation, and waste minimization. Social initiatives emphasize employee safety, training, and stakeholder engagement. Governance measures promote ethics, compliance, transparency, and accountability, ensuring continuous improvement in sustainability performance.

GOVERNANCE

GRI 201-1	Direct Economic Value Generated and Distributed
GRI 202-2	Proportion of Senior Management Hired from the Local Community
GRI 203-1	Infrastructure Investments and Services Supported
GRI 204-1	Proportion of Spending on Local Suppliers
GRI 205-1	Operations Assessed for Risks Related to Corruption
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken
GRI 206-1	Legal Actions for Anti-Competitive Behavior
GRI 207-1	Approach to Tax



Direct Economic Value Generated and Distributed

GRI 201-1

RKS contributes to economic development through the generation of business revenue, employee wages and benefits, supplier payments, tax contributions, and investments in operational improvements. Economic value generated through business activities supports organizational growth, workforce development, community well-being, and stakeholder prosperity. The company seeks to balance financial performance with environmental responsibility and social accountability. Effective financial management enables continued investment in sustainability initiatives, employee development, safety programs, and operational improvements. This balanced approach supports long-term business resilience and sustainable value creation.



Proportion of Senior Management Hired from the Local Community

GRI 202-2

RKS values local talent and seeks to develop leadership capabilities within the communities where it operates. Recruitment and promotion processes emphasize competence, experience, leadership potential, and organizational values. Opportunities for professional growth, training, and career advancement help prepare employees for future leadership responsibilities. Local leadership development supports stronger community relationships, workforce stability, and organizational continuity. By encouraging local participation in management positions, RKS contributes to regional economic development while strengthening organizational knowledge and stakeholder engagement.

Infrastructure Investments and Services Supported

GRI 203-1

RKS contributes to economic and social development through investments that support operational infrastructure, workplace improvements, environmental initiatives, safety systems, and employee welfare programs. Infrastructure enhancements improve operational efficiency, workplace safety, environmental performance, and service quality. The company continually evaluates opportunities to strengthen facilities, equipment, technology systems, and resource management capabilities. These investments create value for employees, customers, suppliers, and communities while supporting sustainable business growth. Through responsible infrastructure development, RKS demonstrates its commitment to long-term sustainability and operational excellence.



Proportion of Spending on Local Suppliers

GRI 204-1

RKS recognizes that supporting local suppliers contributes to economic development, employment generation, and stronger community relationships. The company actively engages qualified local suppliers wherever feasible for procurement of materials, services, logistics support, and operational requirements. Preference for local sourcing can reduce transportation impacts, improve responsiveness, strengthen supply chain resilience, and support regional economic growth. Procurement decisions continue to consider quality, reliability, sustainability performance, and compliance requirements. Through responsible local procurement practices, RKS contributes to community development while enhancing operational efficiency and supply chain sustainability.

Operations Assessed for Risks Related to Corruption

GRI 205-1

RKS recognizes that effective governance requires proactive identification and management of corruption-related risks. Business activities involving procurement, supplier engagement, contract management, financial transactions, and service delivery are periodically reviewed to identify potential ethical and compliance risks. Internal controls, management oversight, approval mechanisms, and employee awareness programs support corruption prevention efforts. The company promotes transparency, accountability, and responsible decision-making throughout its operations. Risk assessment activities help strengthen organizational integrity, reduce exposure to unethical practices, and maintain stakeholder confidence while ensuring compliance with applicable laws, regulations, and ethical business standards.

Legal Actions for Anti-Competitive Behavior

GRI 206-1

RKS supports fair competition, ethical business conduct, and compliance with applicable competition laws and regulations. Business activities are conducted transparently and responsibly to ensure fair treatment of customers, suppliers, and competitors. Employees are expected to avoid practices that could restrict competition or create unfair market advantages. Management promotes awareness of ethical business practices through training and communication programs. Strong governance and internal controls help prevent anti-competitive behavior and support compliance with regulatory requirements. This commitment strengthens stakeholder trust and supports sustainable business relationships.

Confirmed Incidents of Corruption and Actions Taken

GRI 205-3

RKS maintains a zero-tolerance approach toward corruption, bribery, fraud, and unethical conduct. Employees are expected to comply with established ethical standards and report any suspected violations through appropriate channels. The organization has implemented ethics awareness programs, compliance monitoring mechanisms, and management review processes to strengthen ethical business practices. During the reporting period, the company continued to promote integrity, transparency, and accountability across all operations. Any identified concerns are investigated promptly and corrective actions are implemented where necessary. This commitment supports stakeholder trust, protects organizational reputation, and reinforces responsible business conduct.

Approach to Tax

GRI 207-1

RKS adopts a responsible and transparent approach to taxation and financial compliance. The company fulfills its tax obligations in accordance with applicable laws and regulations and maintains accurate financial records to support compliance. Tax responsibilities are managed through established accounting controls, internal reviews, and professional oversight. Responsible tax practices contribute to public revenue generation and support broader economic development. By maintaining transparency and accountability in tax management, RKS demonstrates its commitment to ethical business conduct and sound corporate governance.

ENVIRONMENT

GRI 302-1	Energy Consumption Within the Organization
GRI 302-4	Reduction of Energy Consumption
GRI 305-1	Direct (Scope 1) GHG Emissions
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions
GRI 305-3	Other Indirect (Scope 3) GHG Emissions
GRI 305-4	GHG Emissions Intensity
GRI 305-5	Reduction of GHG Emissions
GRI 306-1	Waste Generation and Waste-Related Impacts
GRI 306-2	Management of Significant Waste-Related Impacts
GRI 306-3	Waste Generated
GRI 306-4	Waste Diverted from Disposal
GRI 306-5	Waste Directed to Disposal
GRI 307-1	Environmental Compliance
GRI 308-1	New Suppliers Screened Using Environmental Criteria
GRI 308-2	Negative Environmental Impacts in the Supply Chain

Energy Consumption Within the Organization

GRI 302-1

Energy consumption at RKS primarily includes electricity used in office facilities, warehouses, operational activities, and supporting equipment. The company continuously monitors energy usage to identify opportunities for efficiency improvements and cost reductions. Energy-saving initiatives include preventive maintenance, LED lighting implementation, equipment optimization, shutdown discipline, and adoption of energy-efficient technologies. Employee awareness programs encourage responsible energy use across all operational areas. Continuous monitoring and performance reviews help identify inefficiencies and support corrective actions. Through these efforts, RKS aims to reduce energy consumption, lower operational costs, and contribute to climate change mitigation objectives.

Reduction of Energy Consumption

GRI 302-4

RKS has implemented several initiatives to reduce overall energy consumption and improve operational efficiency. These include equipment modernization, energy-efficient machinery upgrades, optimized operational procedures, preventive maintenance programs, route optimization, and employee awareness initiatives. Regular energy audits help identify opportunities for improvement and support informed decision-making. Monitoring systems track electricity and fuel consumption patterns to evaluate performance and identify corrective actions. By reducing energy waste and improving resource utilization, the company lowers operating costs and environmental impacts while supporting broader sustainability goals. Continuous improvement remains a key focus of the organization's energy management strategy.

Direct (Scope 1) GHG Emissions

GRI 305-1

Direct greenhouse gas emissions arise primarily from fuel consumption in company-owned vehicles, diesel generators, and refrigerant leakage from air-conditioning systems. RKS regularly monitors these emission sources and implements initiatives to reduce environmental impact through preventive maintenance, fuel efficiency improvements, optimized vehicle utilization, and equipment performance enhancement. The company promotes responsible operational practices to minimize fuel consumption and emissions. Continuous monitoring and evaluation support identification of emission reduction opportunities. By actively managing direct emissions, RKS contributes to climate change mitigation and aligns its environmental performance with internationally recognized sustainability standards.

Energy Indirect (Scope 2) GHG Emissions

GRI 305-2

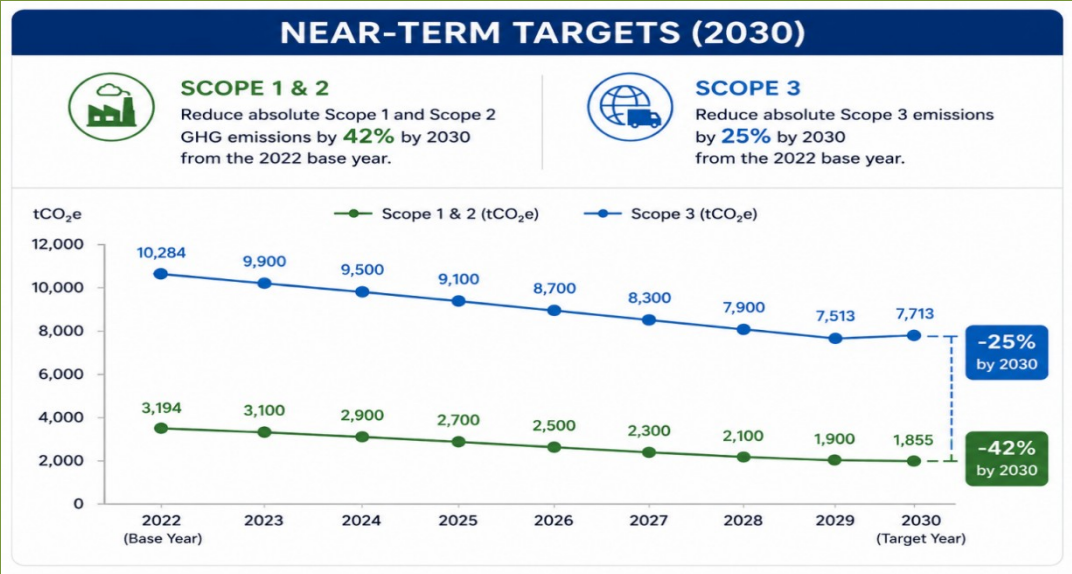
Scope 2 emissions at RKS arise from purchased electricity consumed in offices, warehouses, and operational facilities. The company recognizes that electricity consumption contributes significantly to indirect greenhouse gas emissions and therefore actively implements measures to improve energy efficiency. Initiatives such as LED lighting, equipment upgrades, preventive maintenance, and employee awareness programs help reduce electricity demand. Energy performance is regularly monitored through utility records and internal reviews. By optimizing electricity consumption and exploring opportunities for renewable energy adoption, RKS seeks to reduce its indirect carbon footprint while supporting national climate goals and long-term sustainability objectives.

Other Indirect (Scope 3) GHG Emissions

GRI 305-3

Scope 3 emissions represent indirect greenhouse gas emissions generated throughout the value chain, including transportation, logistics, purchased goods and services, employee commuting, business travel, waste management, and downstream distribution activities. RKS continuously evaluates supply chain-related emissions and collaborates with suppliers and logistics partners to improve efficiency. Route optimization, shipment consolidation, digital communication tools, and responsible procurement practices help reduce value chain emissions. Monitoring Scope 3 emissions enables the company to identify emission hotspots and prioritize reduction opportunities. Effective management of these emissions strengthens environmental performance and contributes to sustainable supply chain development.

❖ SBTi-ALIGNED GHG REDUCTION TARGETS



❖ SBTi TARGET TRAJECTORY

Year	Scope 1 & 2 Emissions (tCO ₂ e)	Reduction vs Baseline (%)	Scope 3 Emissions (tCO ₂ e)	Reduction vs Baseline (%)	Total Emissions (tCO ₂ e)	Total Reduction vs Baseline (%)
2025	50.30	0%	229.00	0%	279.30	0%
2026	48.00	4.57%	223.00	2.62%	271.00	2.97%
2027	45.50	9.54%	214.00	6.55%	259.50	7.09%
2028	42.50	15.51%	205.00	10.48%	247.50	11.38%
2029	36.50	27.44%	192.00	16.16%	228.50	18.19%
2030 Target	29.17	42.01%	171.75	25.00%	200.92	28.06%

GHG Emissions Intensity

GRI 305-4

GHG emissions intensity is an important indicator used by RKS to evaluate environmental performance relative to business activity. The company monitors emissions intensity by comparing greenhouse gas emissions against operational output and resource utilization metrics. Tracking intensity enables management to assess efficiency improvements and identify opportunities for further emission reductions. Through equipment optimization, transportation management, preventive maintenance, and resource conservation measures, RKS strives to lower emissions intensity while maintaining service quality and operational effectiveness. Continuous improvement initiatives support enhanced environmental performance and demonstrate the organization's commitment to responsible growth and sustainable business operations.

Reduction of GHG Emissions

GRI 305-5

RKS has implemented multiple initiatives to reduce greenhouse gas emissions across operations and the value chain. Preventive maintenance programs, route optimization, virtual meetings, energy-efficient equipment, and employee awareness campaigns contribute to emission reduction efforts. The company continuously evaluates operational practices to identify opportunities for minimizing fuel consumption, electricity usage, and transportation-related emissions. Emission reductions achieved during the reporting period demonstrate the effectiveness of these initiatives. By integrating climate action into business operations and encouraging stakeholder participation, RKS supports global efforts to combat climate change while enhancing operational efficiency and long-term sustainability performance.

Waste Generation and Waste-Related Impacts

GRI 306-1

Waste generation at RKS originates from servicing, installation, maintenance, warehousing, and operational activities. Common waste streams include metal scrap, packaging materials, used oils, electronic components, and general operational waste. The company recognizes the environmental impacts associated with waste generation and implements systematic waste management practices to reduce disposal requirements. Waste stream mapping, segregation at source, recycling initiatives, and employee awareness programs support responsible waste management. Continuous monitoring enables the identification of waste reduction opportunities and encourages resource efficiency. Through these efforts, RKS minimizes environmental impacts and promotes sustainable operational practices throughout its facilities.



Management of Significant Waste-Related Impacts

GRI 306-2

RKS manages waste-related impacts through structured environmental management procedures focused on waste minimization, segregation, storage, recycling, and disposal. Employees receive training on proper waste handling practices and regulatory requirements. Waste streams are classified according to their characteristics and managed using designated storage areas and approved disposal methods. Authorized recyclers and waste management vendors are engaged to ensure environmentally responsible treatment of waste materials. Regular inspections and monitoring activities verify compliance and effectiveness. Through proactive waste management, RKS reduces environmental risks, improves resource recovery, and supports circular economy principles within its operational activities.

Waste Generated

GRI 306-3

The company systematically monitors waste generation to improve resource efficiency and environmental performance. Waste generated from maintenance, servicing, installation, and operational activities is recorded and categorized according to waste type. Data collection and analysis enable management to identify trends and implement corrective actions where necessary. Employees are encouraged to adopt responsible material handling practices to minimize waste generation at source. Waste reduction initiatives include process optimization, preventive maintenance, inventory management, and improved planning. These efforts contribute to lower disposal volumes, reduced environmental impacts, and enhanced sustainability performance across all business operations.

Waste Diverted from Disposal

GRI 306-4

RKS actively promotes waste diversion through reuse, refurbishment, recycling, and material recovery initiatives. Recyclable materials such as metal scrap, packaging materials, and reusable components are segregated and transferred to authorized recycling partners. Refurbishment and repair activities extend the useful life of equipment and components, reducing dependence on new materials. Employees are trained to identify opportunities for material recovery and reuse during operational activities. Waste diversion practices contribute to resource conservation, reduced landfill dependency, and improved environmental performance. These initiatives support circular economy principles and reinforce the company's commitment to sustainable waste management.

Waste Directed to Disposal

GRI 306-5

Waste that cannot be reused, recycled, or recovered is managed through approved disposal methods in compliance with applicable regulations. RKS ensures that non-recyclable and hazardous waste materials are segregated, stored safely, and transferred only to authorized waste management agencies. Documentation and traceability systems support responsible disposal practices and regulatory compliance. The company continuously seeks opportunities to reduce waste directed to disposal through improved operational controls and recycling initiatives. Effective management of disposal activities minimizes environmental risks, protects public health, and supports the organization's broader sustainability objectives.

Environmental Compliance

GRI 307-1

RKS is committed to complying with all applicable environmental laws, regulations, permits, and industry standards. Environmental compliance is integrated into operational procedures, training programs, and management systems. Regular monitoring, inspections, and internal reviews help ensure adherence to legal requirements related to emissions, waste management, resource utilization, and environmental protection. Employees receive awareness training on environmental responsibilities and compliance obligations. Through proactive compliance management and continuous improvement initiatives, the company minimizes environmental risks, maintains stakeholder confidence, and demonstrates responsible environmental stewardship while supporting sustainable business growth.



New Suppliers Screened Using Environmental Criteria

GRI 308-1

Environmental considerations are integrated into RKS's supplier evaluation and selection processes. New suppliers are assessed against environmental performance criteria including regulatory compliance, waste management practices, resource efficiency, pollution prevention measures, and sustainability commitments. The company encourages suppliers to adopt environmentally responsible practices and align with ESG expectations. Environmental screening helps reduce supply chain risks, strengthen sustainability performance, and support responsible procurement objectives. By partnering with environmentally conscious suppliers, RKS enhances the resilience and sustainability of its supply chain while contributing to broader environmental improvement initiatives.

Negative Environmental Impacts in the Supply Chain

GRI 308-2

RKS seeks to identify and address potential environmental impacts associated with suppliers and service providers. Supplier evaluations, contractual requirements, performance monitoring, and communication initiatives help encourage responsible environmental practices throughout the supply chain. Where environmental concerns are identified, the company engages with suppliers to implement corrective actions and improvement measures. Continuous supplier engagement supports pollution prevention, waste reduction, resource efficiency, and regulatory compliance. This approach strengthens sustainable procurement practices and promotes shared responsibility for environmental performance across the value chain.

SOCIAL

GRI 401-1 New Employee Hires and Employee Turnover

GRI 401-2 Benefits Provided to Full-Time Employees

GRI 402-1 Minimum Notice Periods Regarding Operational Changes

GRI 403-1 Occupational Health and Safety Management System

GRI 403-2 Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-5 Worker Training on Occupational Health and Safety

GRI 403-9 Work-Related Injuries

GRI 404-1 Average Hours of Training per Employee

GRI 404-2 Programs for Upgrading Employee Skills

GRI 405-1 Diversity of Governance Bodies and Employees

GRI 406-1 Incidents of Discrimination and Corrective Actions Taken

GRI 407-1 Freedom of Association and Collective Bargaining

GRI 408-1 Operations and Suppliers at Risk for Child Labor

GRI 409-1 Operations and Suppliers at Risk for Forced Labor

GRI 413-1 Operations with Local Community Engagement

GRI 413-2 Operations with Significant Actual and Potential Negative Impacts on Local Communities

GRI 414-1 New Suppliers Screened Using Social Criteria

GRI 414-2 Negative Social Impacts in the Supply Chain

GRI 415-1 Political Contributions

GRI 416-1 Assessment of Health and Safety Impacts of Products and Services

GRI 416-2 Incidents of Non-Compliance Concerning Health and Safety Impacts

GRI 417-1 Requirements for Product and Service Information and Labeling

GRI 417-2 Incidents of Non-Compliance Concerning Product Information

GRI 418-1 Customer Privacy and Data Protection

GRI 419-1 Socioeconomic Compliance

New Employee Hires and Employee Turnover

GRI 401-1

RKS recognizes that employees are its most valuable asset and continuously focuses on attracting, developing, and retaining skilled personnel. Recruitment practices are designed to ensure equal opportunity, transparency, and fair selection processes. The organization provides a supportive work environment, competitive benefits, training opportunities, and career development programs to enhance employee satisfaction and retention. Employee turnover trends are monitored to identify improvement opportunities and strengthen workforce stability. Through effective talent management, employee engagement initiatives, and continuous development programs, RKS aims to maintain a competent, motivated, and sustainable workforce capable of supporting long-term business growth and operational excellence.

Benefits Provided to Full-Time Employees

GRI 401-2

RKS provides comprehensive employee benefits designed to support health, well-being, financial security, and work-life balance. Benefits include health insurance coverage, statutory benefits, paid leave, workplace safety measures, employee welfare programs, and professional development opportunities. The company is committed to maintaining fair and equitable employment conditions that contribute to employee satisfaction and organizational productivity. Regular reviews of employee welfare programs ensure continued relevance and effectiveness. By investing in employee well-being and providing supportive workplace conditions, RKS strengthens workforce engagement, improves retention, and reinforces its commitment to responsible employment practices and sustainable human capital development.

Minimum Notice Periods Regarding Operational Changes

GRI 402-1

RKS values open communication and constructive employee relations. The company seeks to provide timely information regarding significant operational changes that may affect employees, working conditions, or organizational structure. Management engages employees through meetings, consultations, and communication channels to ensure awareness and understanding of relevant changes. Notice periods are provided in accordance with applicable labor laws and employment agreements. Transparent communication supports employee trust, minimizes uncertainty, and facilitates effective transition planning. Through responsible labor management practices, RKS promotes positive workplace relationships, employee participation, and mutual understanding during organizational changes.

Occupational Health and Safety Management System

GRI 403-1

RKS maintains a comprehensive occupational health and safety management system designed to protect employees, contractors, visitors, and stakeholders from workplace hazards. The system includes risk assessments, safety procedures, emergency preparedness plans, incident reporting mechanisms, training programs, and continual monitoring activities. Management demonstrates commitment to safety through resource allocation, policy implementation, and regular performance reviews. Employees are encouraged to actively participate in safety initiatives and report hazards without fear of retaliation. Through continuous improvement and proactive risk management, RKS strives to maintain a safe working environment and achieve zero workplace incidents.

Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-2

The company systematically identifies workplace hazards associated with machinery operation, maintenance activities, transportation, warehousing, and service operations. Risk assessments are conducted regularly to evaluate potential health and safety impacts and implement appropriate control measures. Employees participate in hazard identification and reporting processes to support continuous improvement. All incidents, near misses, and unsafe conditions are investigated to determine root causes and implement corrective actions. Lessons learned are communicated throughout the organization to prevent recurrence. This structured approach strengthens workplace safety performance and reinforces a proactive culture of risk prevention and hazard management.

Worker Training on Occupational Health and Safety

GRI 403-5

RKS conducts regular occupational health and safety training programs to improve employee awareness, competence, and safe work practices. Training covers hazard identification, emergency response, safe equipment operation, use of personal protective equipment, first aid, fire safety, hazardous substance management, and incident reporting procedures. New employees receive induction training, while existing employees participate in periodic refresher programs. Toolbox talks and awareness campaigns further reinforce safety expectations. Through continuous education and practical guidance, the company empowers employees to work safely, reduce workplace risks, and contribute actively to maintaining a healthy and incident-free work environment.



Work-Related Injuries

GRI 403-9

The prevention of workplace injuries remains a key priority for RKS. Comprehensive safety controls, employee training, equipment inspections, preventive maintenance programs, and hazard management practices help reduce injury risks across operations. Employees are encouraged to report unsafe conditions and participate in safety improvement initiatives. Any work-related injury or incident is thoroughly investigated to identify root causes and implement corrective measures. Management regularly reviews safety performance indicators and improvement opportunities. Through its commitment to occupational health and safety excellence, RKS seeks to maintain an injury-free workplace while safeguarding employee well-being and operational continuity.

Average Hours of Training per Employee

GRI 404-1

RKS recognizes that employee competence and continuous learning are essential for sustainable business success. Employees participate in training programs covering technical skills, occupational health and safety, environmental management, quality systems, ethical conduct, compliance requirements, and professional development. Training hours are monitored to ensure employees receive adequate learning opportunities and remain capable of meeting evolving operational requirements. Continuous investment in training enhances employee knowledge, productivity, and adaptability. By supporting lifelong learning and skill development, RKS strengthens organizational capability and promotes a culture of continuous improvement and professional excellence.

Programs for Upgrading Employee Skills

GRI 404-2

The company implements structured programs designed to improve employee skills, technical knowledge, leadership capabilities, and professional competencies. Training initiatives include classroom sessions, practical demonstrations, mentoring, on-the-job learning, safety programs, compliance training, and external certification opportunities. Employees are encouraged to participate actively in personal and professional development activities. Skill enhancement programs improve operational performance, increase efficiency, and support career progression. By investing in employee development and knowledge sharing, RKS strengthens workforce capability and ensures that employees remain prepared to meet changing business, technological, and sustainability challenges.



Diversity of Governance Bodies and Employees

GRI 405-1

RKS supports diversity, inclusion, and equal opportunity across all levels of the organization. Employment decisions are based on qualifications, competence, experience, and job requirements without discrimination based on gender, age, religion, ethnicity, disability, or other protected characteristics. The company values diverse perspectives and encourages an inclusive workplace culture that promotes collaboration, innovation, and mutual respect. Diversity contributes to stronger decision-making, improved employee engagement, and enhanced organizational performance. Through fair employment practices and inclusive policies, RKS seeks to create a workplace where all employees can contribute effectively and achieve their full potential.

Incidents of Discrimination and Corrective Actions Taken

GRI 406-1

RKS maintains a zero-tolerance approach toward discrimination, harassment, bullying, and unfair treatment. Policies and procedures are established to promote respectful workplace behavior and protect employee rights. Employees are encouraged to report concerns through appropriate channels, and all complaints are investigated promptly and confidentially. Corrective actions are implemented whenever necessary to address identified issues and prevent recurrence. Awareness programs reinforce organizational expectations regarding respect, inclusion, and professional conduct. Through these measures, RKS fosters a positive workplace culture that values diversity, equality, dignity, and mutual respect.

Freedom of Association and Collective Bargaining

GRI 407-1

RKS respects employees' rights to freedom of association and collective bargaining in accordance with applicable legal requirements. Employees are encouraged to communicate concerns, provide feedback, and participate in workplace discussions regarding employment conditions and organizational matters. Management supports open dialogue and constructive engagement between employees and leadership. Communication channels facilitate transparency, collaboration, and mutual understanding. Respect for employee representation rights strengthens workplace relationships and contributes to organizational stability. Through responsible labor practices, RKS promotes employee participation and supports a positive and inclusive working environment.

Operations and Suppliers at Risk for Child Labor

GRI 408-1

RKS strictly prohibits child labor within its operations and supply chain. Employment practices comply with applicable labor laws, minimum age requirements, and international human rights principles. Supplier evaluations include consideration of labor practices and compliance obligations to minimize potential child labor risks. Employees and suppliers are expected to uphold ethical standards and respect human rights throughout business operations. Monitoring, awareness, and due diligence activities support compliance and risk prevention. Through responsible business conduct, RKS reinforces its commitment to protecting children's rights and maintaining ethical labor standards.

Operations and Suppliers at Risk for Forced Labor

GRI 409-1

The company maintains a strong commitment to preventing forced labor, bonded labor, involuntary employment, and human trafficking throughout its operations and supply chain. Employment relationships are voluntary, transparent, and compliant with legal requirements. Supplier assessments and contractual expectations promote responsible labor practices and respect for human rights. Any concerns related to labor conditions are investigated and addressed through appropriate corrective actions. Awareness initiatives and due diligence processes further strengthen risk management. RKS remains committed to ethical business conduct and ensuring that all workers are treated fairly, respectfully, and with dignity.

Operations with Local Community Engagement

GRI 413-1

RKS recognizes the importance of maintaining positive relationships with local communities where it operates. The company supports community engagement through environmental awareness programs, safety initiatives, employee participation activities, and responsible operational practices. Community considerations are integrated into planning and decision-making processes to minimize potential impacts and promote mutual benefits. By engaging stakeholders and encouraging employee participation in social and environmental initiatives, RKS contributes to community well-being and sustainable development. Effective engagement strengthens stakeholder trust and supports the organization's social responsibility objectives.





Operations with Significant Actual and Potential Negative Impacts on Local Communities

GRI 413-2

RKS recognizes the importance of understanding and managing the impacts of its operations on surrounding communities. Activities such as transportation, equipment movement, maintenance services, and project execution may create environmental and social impacts if not properly managed. The company implements operational controls, environmental management practices, safety procedures, and stakeholder communication mechanisms to minimize risks. Community concerns are considered during planning and operational activities. Continuous monitoring, employee awareness, and compliance with applicable regulations help ensure that business operations remain responsible and sustainable while protecting the interests and well-being of local communities.

New Suppliers Screened Using Social Criteria

GRI 414-1

RKS evaluates new suppliers using social responsibility criteria to ensure alignment with ethical business practices and human rights principles. Supplier assessments consider labor practices, occupational health and safety, non-discrimination, employee welfare, legal compliance, and community responsibilities. Social screening helps identify potential risks and promotes responsible supply chain management. Suppliers are encouraged to uphold ethical standards and maintain safe, fair, and inclusive workplaces. By integrating social criteria into procurement decisions, RKS supports sustainable supply chain development and reinforces its commitment to responsible business conduct.

Negative Social Impacts in the Supply Chain

GRI 414-2

The company actively monitors supply chain activities to identify and address potential social impacts. Supplier engagement processes focus on labor rights, workplace safety, human rights protection, and ethical conduct. When potential concerns are identified, suppliers are encouraged to implement corrective measures and strengthen management systems. Continuous communication and performance evaluation help improve social responsibility standards across the value chain. This proactive approach supports responsible sourcing practices, minimizes social risks, and enhances stakeholder confidence in the organization's sustainability commitments.



Political Contributions

GRI 415-1

RKS maintains a neutral position regarding political activities and ensures that all business operations are conducted independently of political influence. The company complies with all applicable legal and regulatory requirements related to political contributions and public policy engagement. Corporate resources are not used inappropriately to support political interests or activities that may compromise organizational integrity. Management promotes transparency, accountability, and ethical decision-making in all external interactions. This approach helps maintain stakeholder trust, protects corporate reputation, and ensures that business decisions are guided by ethical principles and long-term sustainability objectives rather than political considerations.

Assessment of Health and Safety Impacts of Products and Services

GRI 416-1

RKS prioritizes the health and safety aspects of the machinery, equipment, spare parts, installation services, and maintenance activities provided to customers. Operational procedures include risk assessments, quality inspections, safety verification processes, and compliance reviews to ensure that products and services meet applicable safety requirements. Technical personnel are trained to identify and manage potential hazards during installation, commissioning, and servicing activities. Continuous monitoring and customer feedback help identify opportunities for improvement. Through a strong focus on product and service safety, RKS protects customers, employees, and stakeholders while supporting operational excellence.

Incidents of Non-Compliance Concerning Health and Safety Impacts

GRI 416-2

RKS is committed to maintaining high standards of product and service safety throughout its operations. Systems are in place to identify, investigate, and address any issues related to health and safety performance. Regular audits, inspections, and employee training programs support compliance with applicable safety requirements. Any reported concerns are evaluated promptly and corrective actions are implemented where necessary. The company strives to prevent incidents through proactive risk management and continuous improvement initiatives. This commitment supports customer confidence, strengthens organizational reputation, and demonstrates responsible business conduct.



Requirements for Product and Service Information and Labeling

GRI 417-1

Accurate information regarding products, services, operational procedures, safety precautions, and technical specifications is essential to customer satisfaction and responsible business operations. RKS ensures that relevant product and service information is communicated clearly to customers through documentation, technical manuals, service records, and operational guidance. Information provided includes safety instructions, operational requirements, maintenance recommendations, and regulatory considerations where applicable. Effective communication helps customers make informed decisions and safely utilize products and services. The company continuously reviews information management practices to maintain accuracy, transparency, and compliance with applicable requirements.

Incidents of Non-Compliance Concerning Product Information

GRI 417-2

RKS maintains procedures to ensure that product and service information is accurate, complete, and compliant with applicable requirements. Quality control measures, documentation reviews, and technical verification processes help prevent information-related errors or omissions. Employees responsible for customer communication receive appropriate training to ensure consistency and accuracy. Any identified concerns are investigated and addressed through corrective actions and process improvements. By maintaining effective information management practices, RKS strengthens customer confidence, supports operational reliability, and reinforces its commitment to responsible business practices and service excellence.

Customer Privacy and Data Protection

GRI 418-1

Protecting customer information is a key responsibility at RKS. The company implements measures to safeguard confidential business information, customer records, contracts, operational data, and communication records from unauthorized access, disclosure, or misuse. Employees are expected to handle sensitive information responsibly and comply with applicable privacy and confidentiality requirements. Data protection controls, secure record management practices, and access restrictions help reduce risks associated with information security. Through ongoing awareness programs and management oversight, RKS promotes responsible data handling practices and maintains trust with customers, suppliers, and other stakeholders.

Socioeconomic Compliance

GRI 419-1

RKS is committed to complying with all applicable legal, regulatory, and industry requirements governing its business operations. Compliance obligations include environmental regulations, labor laws, occupational health and safety requirements, taxation rules, corporate governance standards, and contractual commitments. Management regularly reviews compliance performance and implements corrective actions where necessary. Employee training and awareness programs support understanding of legal obligations and ethical responsibilities. Through strong compliance management practices, RKS minimizes business risks, strengthens stakeholder confidence, and supports sustainable organizational growth while maintaining the highest standards of integrity and accountability.

SUSTAINABILITY PERFORMANCE DATA (01st January 2025 to 31st December 2025)

KPI. No	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
1.	Waste Management	Recover and recycle waste to reduce environmental impact	Total weight of waste recovered	Kgs	4864.46
2.	Social Dialogue	Promote employee participation and open communication	Social dialogue	Count	8
3.	Business Ethics	Ensure all employees are trained on ethical business conduct	Percentage of employees trained on business ethics	Percentage	100
4.	Sustainable Procurement	Train procurement personnel on sustainable sourcing practices	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
5.	Waste Management	Minimize generation of non-hazardous waste	Total weight of non-hazardous waste	Kgs	16214.87
6.	Climate Change	Reduce direct greenhouse gas emissions from operations	Total gross Scope 1 GHG emissions	MT of CO2e	28.50
7.	Climate Change	Improve energy efficiency and reduce indirect emissions	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	21.80
8.	Climate Change	Monitor and reduce value-chain emissions	Total gross Scope 3 GHG emissions	MT of CO2e	229.00
9.	Climate Change	Reduce downstream environmental impacts	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	82.60
10.	Climate Change	Reduce upstream supply chain emissions	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	146.40
11.	Renewable Energy	Increase use of renewable energy sources	Total renewable energy consumption	kWh	0
12.	Energy Management	Improve energy efficiency across operations	Energy consumption and GHGs	kWh	30791
13.	Responsible Supply Chain	Require ESG clauses in supplier contracts	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
14.	Whistleblower Protection	Encourage reporting of unethical conduct	Number of reports related to whistleblower procedure	Count	0
15.	Sustainable Procurement	Integrate social criteria into purchasing decisions	Include social criteria in procurement	Percentage	100
16.	Working Conditions	Maintain fair and safe working conditions	Working conditions	Percentage	100
17.	Human Rights	Prohibit child labor, forced labor, and human trafficking	Child labor, forced labor, and human trafficking	Count	0
18.	Occupational Health & Safety	Ensure a safe and healthy workplace	Employee health and safety	Count	0
19.	Anti-Money Laundering	Train employees on AML requirements	Train employees on AML compliance requirements	Percentage	100
20.	Community Engagement	Support environmental services and advocacy initiatives	Environmental services and advocacy	Count	7
21.	Anti-Corruption	Promote ethical conduct in all business transactions	Promote ethical conduct in all transactions	Percentage	100
22.	Hazardous Waste Management	Ensure safe handling and disposal of hazardous waste	Total weight of hazardous waste	Kgs	486.46
23.	Supplier Diversity	Enhance supplier diversity reporting and transparency	Improve supplier diversity data reporting	Percentage	100
24.	Energy Management	Monitor and reduce overall energy consumption	Total energy consumption	kWh	30791
25.	Resource Management	Optimize use of materials, chemicals, and resources	Materials, chemicals, and waste	Liters	10876.55
26.	Supplier Code of Conduct	Ensure supplier adherence to ethical standards	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
27.	Supplier Social Assessment	Evaluate supplier social and labor compliance	Evaluate supplier social compliance	Percentage	100
28.	Human Rights	Respect and protect stakeholder human rights	External stakeholder human rights	Count	0
29.	Supplier Development	Support corrective actions and supplier capacity building	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
30.	Employee Development	Enhance employee skills through training	Average hours of training per employee	Hours	24.37
31.	Learning & Development	Promote career growth and competency development	Career management and training	Percentage	100
32.	Equal Opportunity	Train employees on anti-discrimination practices	Train employees on anti-discrimination practices	Percentage	100
33.	Diversity & Inclusion	Increase gender diversity in the workforce	Percentage of women employed in the whole organization	Percentage	16.67
34.	Occupational Health & Safety	Prevent workplace injuries and illnesses	Number of days lost to work-related injuries, fatalities and ill health	Count	0
35.	Employee Welfare	Improve employee benefits and wellbeing	Enhance employee welfare benefits	Percentage	93
36.	Anti-Harassment	Maintain a workplace free from discrimination and harassment	Discrimination and Harassment	Count	0
37.	Information Security	Protect organizational information assets	Number of confirmed information security incidents	Count	0
38.	Occupational Health & Safety	Achieve zero workplace accidents	Number of work-related accidents	Count	0
39.	Supplier Sustainability	Build supplier sustainability awareness and capability	Build supplier sustainability capacity	Percentage	100
40.	Anti-Corruption Training	Train employees on anti-corruption requirements	Train employees on anti-corruption practices	Percentage	100
41.	Supplier Sustainability Assessment	Assess suppliers against sustainability criteria	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
42.	Diversity & Inclusion	Support employment of vulnerable and minority groups	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	12.14
43.	Environmental Training	Train buyers on environmental procurement practices	Train buyers on environmental practices	Percentage	100
44.	Anti-Corruption	Maintain zero tolerance for corruption	Number of confirmed corruption incidents	Count	0
45.	Supplier Audit Program	Conduct sustainability audits of key suppliers	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100

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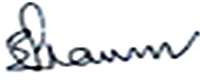
INDEPENDENT ASSURANCE STATEMENT

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

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

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

Authorized Representative (Assurer):

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 
Date : 20th January, 2026

