



SREE SUMANGALA METALS AND INDUSTRIES (P) LTD
(Aluminium Division)

B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi,
Tiruvallur - 601201, Tamilnadu, India.

CORPORATE SUSTAINABILITY REPORT
(FOR THE YEAR APRIL 2024 – MARCH 2025)

Doc No :
SSMI-AD/ESG/D-220

Date of Issue :
28th May , 2025

Rev No:
00

Issued by :
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Table of Content



Topics	Page Number
Introduction	5-17
Managing Director	5
About SREE SUMANGALA METALS AND INDUSTRIES (P) LTD (Aluminium Division)	6-17
Introduction to Corporate Sustainability Report	16
GOVERNANCE	
Approach to stakeholder engagement	21
Materiality Assessment	21
List of Material Topics	22
Market Presence	23
Anti-Corruption	26
ENVIRONMENT	
Materials used by weight or volume	32
Energy	33
Water and Effluents	36
Reduction of GHG emissions	42



Table of Content

Topics	Page Number
Management of significant waste-related impacts	45
Supplier Environmental Assessment	48
SOCIAL	
Employment	52
Minimum notice periods regarding operational changes	54
Occupational health and safety management system	55
Employee Training Career Development	60
Diversity of governance bodies and employees	64
Incidents Of Discrimination And Corrective Actions Taken	67
Training on Human Rights and Labor Practices	69
Forced or Compulsory Labor	71
Employee training on human rights policies or procedures	72
New suppliers that were screened using social criteria	73
Health and safety impacts of product and service categories	78
Customer Privacy	79



Managing Director's Message On Sustainability

At SSMI-AD, sustainability is not just an aspiration—it is a responsibility we owe to our people, our partners, and the planet. As part of the Sree Sumangala Group of Companies, we have always believed that growth must go hand in hand with responsibility.

With more than 35 years of experience in the metal manufacturing and trading industry, I have witnessed the sector's transformation and the increasing need for businesses to adapt to global sustainability standards. My journey, supported by dual degrees in Commerce and Law, has taught me the value of innovation, efficiency, and foresight in creating long-term impact. Over the past 15 years, we have grown the Group 85 times, expanded into more than five successful verticals, and forged enduring partnerships—all built on a foundation of trust and resilience.

At SSMI-AD, we are deeply committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations. By improving operational efficiency, adopting cleaner processes, and encouraging circular economy practices, we are working to reduce our environmental footprint while strengthening our role as a reliable partner to industries worldwide. Equally, we remain focused on employee well-being, community development, and transparent governance, ensuring that our progress benefits all stakeholders.

Looking forward, our vision is to continue building a sustainable, innovative, and responsible enterprise that contributes meaningfully to India's industrial growth and the global sustainability agenda. Together, we will ensure that SSMI-AD stands as a symbol of both excellence and accountability.

Karthik Sabanayagam
Managing Director
Sree Sumangala Metals And Industries (P) Ltd





Sree Sumangala Metals & Industries (P) LTD



SREE SUMANGALA METALS AND INDUSTRIES (P) LTD (SSMI- AD) is based in Chennai, India. It has four main verticals – aluminium alloy manufacturing, metal recycling, auto component manufacturing and sheet metal components. The company has been in the metal business since 1985 and has a strong, extremely experienced team of 750+ employees contributing to a turnover of USD\$110MM. It is an ISO 9001/2015 certified company and is a primary OEM supplier to several global companies. It also has other group companies that include contract manufacturing, radiator recycling, trading, and auto shredding. The group companies have a separate turnover of USD \$25MM with over 900 employees.



With over 40 years of unparalleled expertise, Sree Sumangala Metals & Industries has established itself as a stalwart in metal manufacturing and recycling.

- Over 40 years of expertise in metal manufacturing and recycling
- Headquartered in Chennai, Tamil Nadu, with key operations in Gummidipoondi.



Aluminium Division

- ❖ **SSMI - AD – Aluminum division, was incorporated in the year 2009. This division, manufactures Aluminum Ingots & Aluminum Liquid metal transfer.**
- ❖ **The manufacturing facility is located in an SIPCOT industrial area – Gummidipoondi ,Tamilnadu, India.**
- ❖ **This division has got the latest furnace & TRF & Advanced Quality lab to produce various grades as per customer requirement.**
- ❖ **Total employee strength 400 & Plant Built up area 61000 sq.ft.**
- ❖ **Our Annual production capacity is 36000 MT & By 2025-26 further Enhancement of the same planned**

Our Customers



Our Suppliers



onesteel



TATA STEEL

Schnitzer 



posco

TSR
THE METAL COMPANY



Rotary Furnace

MELT HEAVY ALUMINIUM SCRAPS THROUGH DIRECT MELTING



Skeleton Holding/Melting Furnace



TRF – Tilting Rotary Furnace – Introduced Dec. 2024



Features :

Capacity : 8 Tons per feed

Optimum No. of feed : 4

Yearly capacity 9900 MT. Per Annum

Temperature : 700- 750 ° C

Melting rate : 2.5 to 3 MT.

Type of Burner : 8B



Liquid metal furnace and transfer facility – Introduced Dec. 2024



Features :

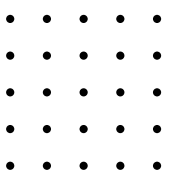
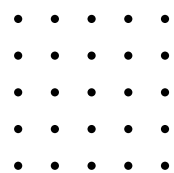
Capacity : 8 Tons per feed

Transfer Ladle : 4 Nos(1Ton –Each)

Yearly capacity 9900 MT. Per Annum

Temperature : 700- 750 ° C

Type of Burner : 8A & 8B





Quality Equipments

We are using state of art and advanced Testing Equipments for ascertaining chemical composition of our Alloys. We have recently inherited Sepctro LAB for our testing processes.

Spectro LAB Machine – M12



Spectro Machine – MAXx





Aluminium Alloy Division



SSMI - AD is one of the largest producers of primary aluminium alloys in South India with an annual capacity of 40,000MT. SSMI- AD caters to larger OEM's tier 1 companies and exports to leading aluminium manufacturers in China, Japan and Korea. This division produces more than 25 varieties of aluminium alloys. The facilities are established for cold refining, hot refining, degassing, filtration, inclusion correction amongst others to ensure high standards for the quality of the products. The facility includes furnaces such as hydraulic tilting skelnor, rotary, and a tilting crucible furnace. The Spectrolab M12 is utilized to further ensure quality and accurate specifications of the products. The manufacturing facility is located in Gummidipoondi, Tamil Nadu.

Metal Recycling Division

SSMI- AD has expanded into processing and recycling of copper, aluminium, and mild steel scrap. The metal recycling division produces copper, aluminium, and mild steel scrap from electric motors, cables etc. and also produces high purity copper ingots for export. The manufacturing facility is located in Athipedu, Tamilnadu.





Quality & Safety Culture – Morale & Motivation

Nov.2024 Quality Month Celebration

SREE SUMANGALA METALS & INDUSTRIES P LTD
WORLD QUALITY MONTH
NOVEMBER 2024

★ QUALITY ★
THEME : FROM COMPLAINE TO PERFORMANCE

Cost Conscious **Doing right first time** **Zero Defect** **Time Saving** **Higher Productivity**

Marching towards excellence with
"Total Quality and Safety"

Activate
Go to Settings

Sree Sumangala
Focus on Quality. Focus on Best

PLAN DO CHECK ACT
QUALITY

"Quality is never an accident;
it is always the
result of intelligent effort"

Quality Month
November - 2024

Activate
Go to Settings



Quality & Safety Culture – Morale & Motivation

Aluminum Plant : Quality month celebration Inauguration (Deep Prajwalan) -15.11.24





Introduction to Corporate Sustainability Report

At SSMI-AD, India, we are committed to shaping a future where industrial growth goes hand in hand with environmental care, social responsibility, and ethical governance. As a trusted manufacturer and supplier of non-ferrous alloy ingots, our operations play an important role in supporting industries such as automotive, construction, electrical, and renewable energy. These alloys are not only vital for modern infrastructure but are also highly recyclable, making them central to advancing a circular economy. Sustainability is at the heart of our journey. We recognize the responsibility of minimizing our environmental footprint by focusing on energy-efficient manufacturing, responsible resource utilization, and effective waste management. By adopting ESG (Environmental, Social, and Governance) principles, we ensure that our business decisions align with global sustainability goals while contributing to India's vision of greener, cleaner growth. Our people are our strength. We emphasize safe workplaces, fair practices, and continuous skill development, fostering an environment where employees feel valued and empowered. Beyond our workforce, we aim to generate positive community impact by conducting business with integrity and supporting local initiatives that promote education, livelihoods, and well-being. Strong governance practices guide our actions, ensuring accountability, transparency, and ethical conduct at every level. This report is not only a reflection of the progress we have achieved but also a roadmap for the challenges ahead and the goals we aspire to reach. Through this Sustainability Report, SSMI-AD reaffirms its commitment to delivering value responsibly—for our customers, communities, and the planet.



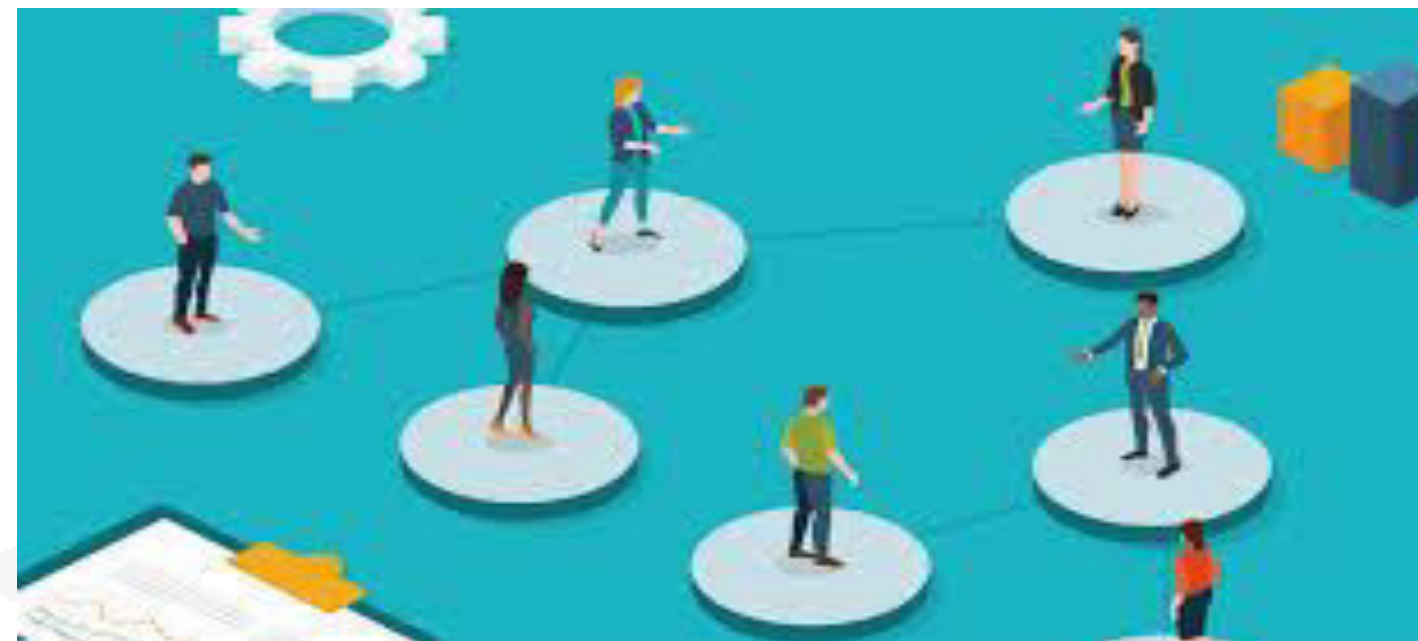


Organizational Details

GRI 2-1

Legal Name	: SREE SUMANGALA METALS AND INDUSTRIES (P) LTD
Nature of ownership and legal form	: SSMI-AD
Location of its headquarters	: B-51, SIPCOT Industrial Complex, Pappankuppam Village, Gummidipoondi, Tiruvallur - 601201, Tamilnadu, India.
Countries of operation	: India

The reporting period is from April-2024 to March-2025





Governance

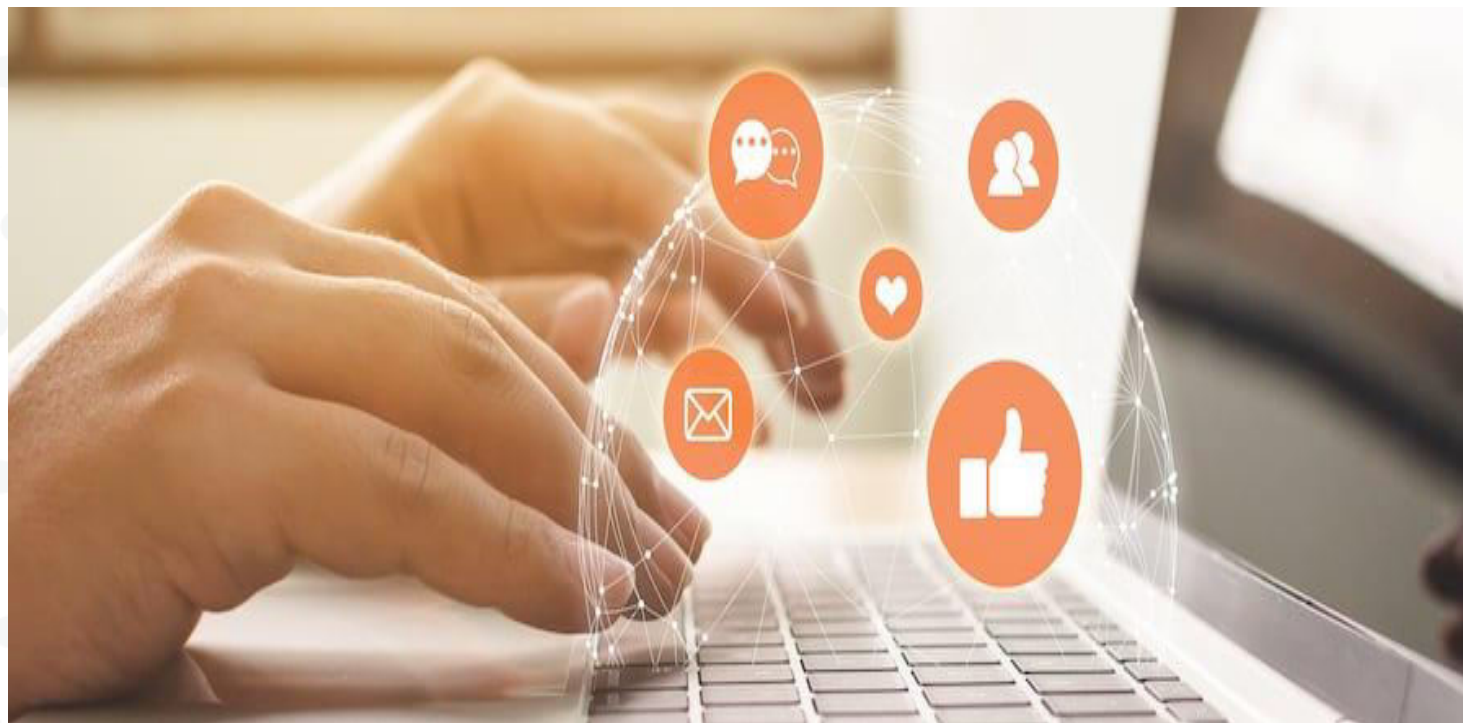


Role of the highest governance body in overseeing the management of impacts



GRI 2-12

In 2024, SSMI-AD embedded stakeholder feedback into governance and decision-making processes to strengthen our ESG strategy. The Board of Directors and senior management were regularly updated on stakeholder concerns, risks, and opportunities identified through structured engagement. This ensured that voices from employees, customers, suppliers, regulators, and local communities influenced strategic priorities. Stakeholder insights were systematically mapped against ESG risks, compliance obligations, and long-term sustainability goals. By integrating these outcomes into governance frameworks, SSMI-AD enhanced transparency, accountability, and resilience, reinforcing our commitment to responsible business conduct and aligning operations with stakeholder expectations and international sustainability standards.



SSMI-AD's certification to **ISO 14001:2015** and **ISO 45001:2018** underscores our commitment to governance excellence and regulatory compliance. These certifications validate the effectiveness of our management systems in meeting international standards for operational safety, risk management, and continual improvement. The Board and senior leadership ensure oversight of compliance processes, linking certifications to our ESG strategy and corporate governance framework. Regular audits, performance monitoring, and transparent reporting mechanisms have been established to maintain these standards. Achieving and upholding ISO certifications enhances our accountability, ensures operational integrity, and reinforces our reputation as a responsible, well-governed manufacturer in the non-ferrous alloys industry.

The materiality assessment conducted by SSMI-AD in 2024 also provided a strong foundation for governance integration. Identified material topics were aligned with our ESG framework and incorporated into decision-making processes at the Board and senior management levels. KPIs were defined to ensure clear monitoring of progress across compliance, risk management, ethical business conduct, and stakeholder engagement. These indicators include adherence to legal requirements, governance performance reviews, and sustainability reporting accuracy. By adopting measurable governance KPIs, SSMI-AD promotes transparency, strengthens oversight, and ensures accountability, thereby reinforcing stakeholder trust and demonstrating our commitment to sustainable, responsible, and well-governed business practices.



Ratios of standard entry-level wage by gender compared to local minimum wage

GRI 202-1

SSMI- AD in India evaluates the ratio of the annual total compensation of the highest-paid employee to the median compensation of all employees. This metric ensures transparency, equity, and fairness in remuneration practices. By maintaining competitive yet balanced compensation structures, we promote employee satisfaction, retain talent, and uphold responsible corporate governance. These measures demonstrate our ESG commitment to equitable workplace practices and financial transparency.





Approach to stakeholder engagement

GRI 2-29

In 2024, SSMI-AD actively engaged with a wide range of stakeholders including employees, customers, suppliers, local communities, and regulatory authorities. Engagement methods such as structured meetings, surveys, and one-on-one discussions enabled us to capture valuable feedback and insights. Key material issues identified included product quality, occupational health and safety, community development, and responsible sourcing practices. These findings are being integrated into our corporate strategy to strengthen social responsibility initiatives, improve operational practices, and ensure compliance with ESG expectations. The engagement outcomes will guide long-term value creation, helping us align business priorities with stakeholder interests and sustainable development goals.





Materiality Assessment

GRI 3-1

In 2024, SSMI-AD carried out a comprehensive materiality assessment to determine the most significant social issues relevant to our stakeholders and operations. Through structured engagement with employees, customers, suppliers, and local communities, we identified key priorities such as occupational health and safety, employee welfare, skill development, community engagement, and responsible supply chain practices. To monitor progress, we established KPIs focusing on workplace safety training hours, employee development initiatives, supplier audits, and community investment programs. These KPIs allow us to measure social performance effectively, enhance accountability, and align our sustainability commitments with stakeholder expectations and long-term social value creation.





List of Material Topics

GRI 3-2

ENVIRONMENTAL TOPICS

1. Climate Change Adaptation Strategies
2. Effluents and Wastewater Discharge
3. Circular Economy Initiatives
4. Packaging and Sustainable Logistics
5. Environmental Training for Employees
6. Supplier Environmental Assessment
7. Product Lifecycle Environmental Impact
8. Emission Reduction Targets and Tracking
9. Biodiversity Impact (for facility Development/expansion)
10. Use of Renewable Energy Sources

SOCIAL TOPICS

1. Employee Retention and Turnover
2. Ethical Recruitment Practices
3. Child and Forced Labor Prevention in Supply Chain
4. Supplier Social Audits
5. Social Impact of Business Operations
6. Social Contributions and Philanthropy
7. Support for Vulnerable and Minority Groups
8. Equal Opportunity Hiring
9. Employee Health Programs (mental and physical)
10. Internal Communication and Transparency

GOVERNANCE TOPICS

1. Supplier Code of Conduct
2. Tax Transparency and Fair Practices
3. Executive Compensation and ESG Linkage
4. Board Diversity and Inclusion
5. Intellectual Property Protection
6. Internal Audit and Assurance Functions
7. ESG Reporting Standards Adoption Ethics Training for Employees and Leadership
8. Decision-Making Accountability Framework
9. Stakeholder Engagement in Governance

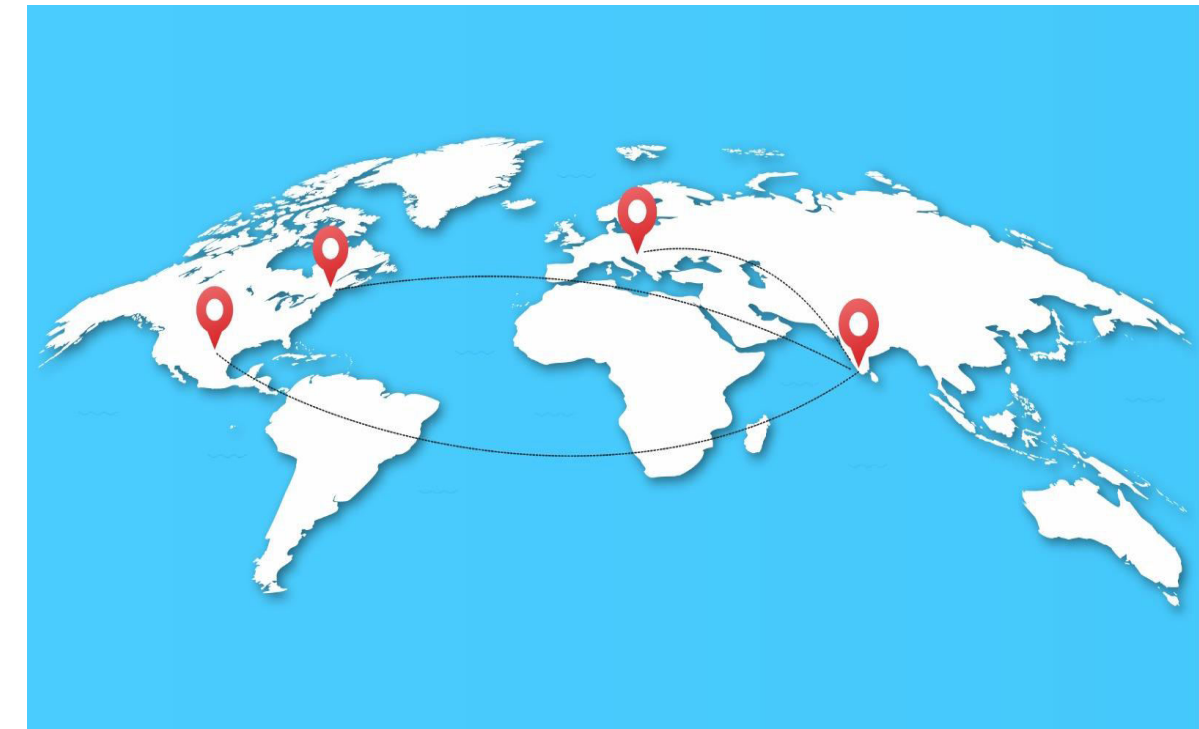
Market Presence



GRI 202

Audits verify that all employees receive compensation aligned with legal requirements and living wage standards. Reviews assess payroll records, benefits, and adherence to minimum wage laws. Findings support fair remuneration practices, improve employee financial security, and ensure compliance with labor regulations. Corrective actions are implemented when discrepancies are identified. These audits demonstrate SSMI-AD's commitment to ethical compensation, employee welfare, and equitable treatment across all job roles.

Internal audits evaluate compensation structures to identify wage disparities based on gender, role, or other factors. Findings inform corrective measures to ensure fair and equitable remuneration. Audits also assess adherence to legal requirements and alignment with market standards. The process supports pay transparency, reduces bias, and promotes equal opportunities for career advancement. Regular monitoring ensures progress toward closing any identified pay gaps and enhances employee satisfaction, retention, and fairness across all organizational levels.





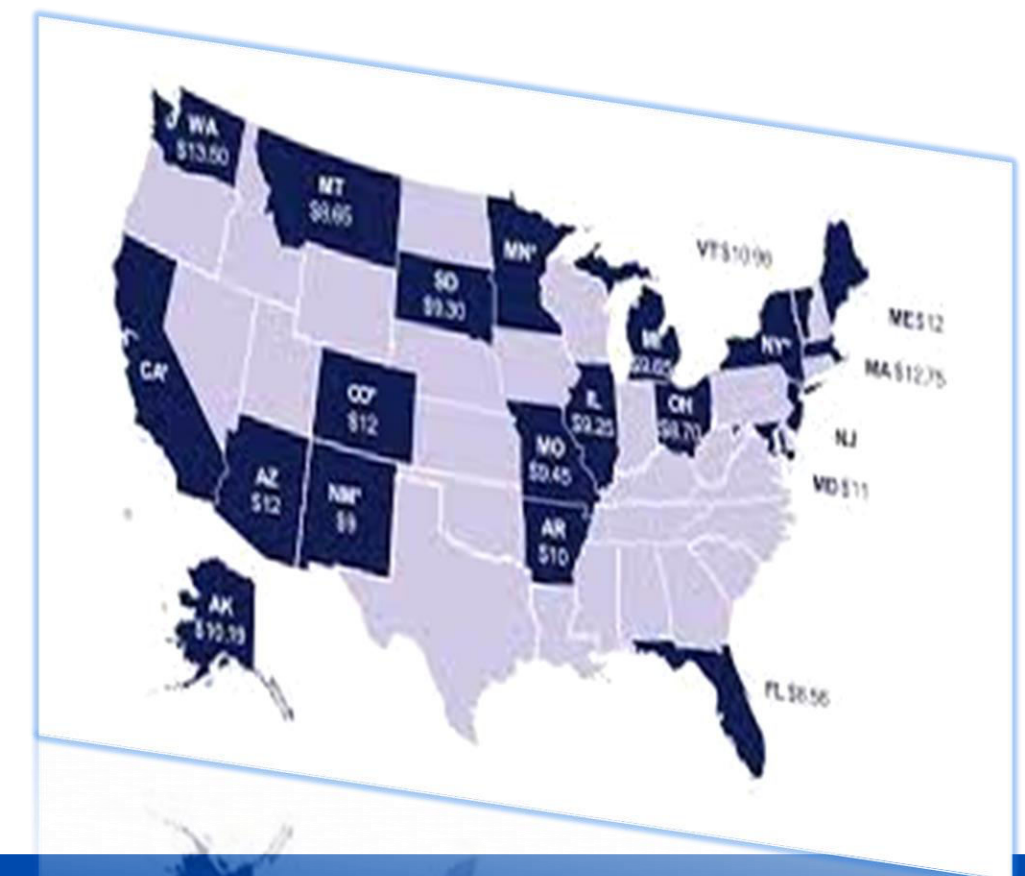
Equitable Wage Practices

GRI 202-1

SSMI- AD in India ensures fair and equitable compensation by assessing the percentage of direct employees covered by living wage benchmarking analyses. This approach evaluates pay against local living standards to promote financial well-being and social equity 100%. Regular reviews and adjustments align wages with best practices, demonstrating our commitment to responsible labor policies, employee satisfaction, and ESG principles. These measures reinforce sustainable workforce management and ethical business practices.

SSMI- AD in India monitors the proportion of direct employees earning below the living wage to ensure fair and responsible compensation 0%. Regular assessments and benchmarking against local standards help identify gaps and guide corrective actions. By addressing wage disparities and promoting equitable pay, the company reinforces its ESG commitment to workforce well-being, social responsibility, and sustainable labor practices across all operations

SSMI- AD I in India assesses the percentage of all employees, including direct staff and non-employee workers, earning below the living wage 0%. Regular benchmarking against local standards identifies gaps, guiding corrective measures to ensure equitable compensation. This proactive approach promotes financial well-being, social responsibility, and ethical labor practices. By addressing pay disparities across the workforce, SSMI- AD reinforces its ESG commitment to fair remuneration and sustainable employment practices





Proportion of senior management hired from the local community

GRI 202-2

SSMI- AD in India monitors the average wage gap for direct employees earning below the living wage benchmark. Regular assessments identify discrepancies between actual pay and benchmark standards, enabling corrective actions and adjustments to promote equitable compensation. These efforts ensure fair remuneration, enhance employee well-being, and reinforce responsible labor practices. This initiative reflects SSMI- AD ESG commitment to social equity and sustainable workforce management





Anti-Corruption

GRI 205

SSMI-AD audits assessed compliance with anti-corruption policies, focusing on prevention of bribery, fraud, and unethical behavior. The reviews ensured employees adhered to legal requirements, corporate governance standards, and ethical practices. Findings led to targeted training, policy reinforcement, and process improvements to maintain high integrity levels across operations. Monitoring also extends to suppliers and contractors to ensure compliance with anti-corruption measures. These audits demonstrate the company's commitment to transparency, responsible business conduct, and ethical decision-making in all operational areas





Communication and training about anti-corruption policies and procedures

GRI 205-2

In 2024, 100% of employees successfully completed structured training on business ethics, compliance, and responsible practices. The program covered anti-corruption measures, fair competition, responsible decision-making, and adherence to both internal policies and external regulations. Training modules included real-world case studies and interactive sessions to strengthen employees' ability to identify ethical risks and act with integrity. By embedding business ethics into daily operations, SSMI-AD fosters a culture of accountability and transparency. This initiative supports long-term trust with stakeholders and strengthens compliance with international governance standards.

SSMI-AD also prioritized governance-focused training to strengthen ethical, responsible, and transparent business practices. Training programs covered anti-corruption, bribery prevention, business ethics, and information security, with measurable participation across the workforce. Buyers and procurement teams received specialized training on social and environmental issues within the supply chain, while suppliers were supported through capacity-building programs addressing sustainability risks, human rights, and responsible sourcing. Additional actions were taken to prevent workplace harassment and ensure non-discrimination in career development and promotions. These efforts enhanced governance integrity, built resilient supply chains, and reinforced compliance with international sustainability and ethical business standards.





In 2024, all SSMI-AD employees underwent mandatory training on anti-corruption laws, bribery prevention, and compliance with internal codes of conduct. Training included case-based sessions to illustrate real-world ethical risks, enabling employees to recognize, report, and prevent unethical practices. These programs reinforced a culture of integrity, transparency, and accountability across operations, ensuring adherence to legal requirements and corporate governance standards. Continuous monitoring ensures effectiveness and updates training as needed.



Employees participated in mandatory training on anti-corruption laws, bribery prevention, and adherence to internal codes of conduct. The program included case-based sessions that highlighted real-world scenarios, enabling participants to recognize and respond effectively to ethical risks. Interactive modules reinforced the importance of transparency, accountability, and integrity across all business operations. Regular assessments and refresher courses ensured sustained awareness and understanding of compliance requirements. By embedding anti-corruption practices into daily workflows, the company strengthens its ESG commitment to ethical conduct, mitigates legal and reputational risks, and fosters a culture of honesty and responsible decision-making throughout the organization.

SSMI- AD in India ensures that all employees undergo structured training programs on business ethics, compliance, anti-corruption, and responsible practices. The company monitors and tracks the percentage of employees completing these programs each year, promoting consistent ethical decision-making, integrity, and transparency across operations. Regular updates, refresher courses, and assessments strengthen awareness and reinforce adherence to corporate values. By embedding these initiatives into organizational practices, SSMI- AD demonstrates its ESG commitment to ethical conduct, accountability, and cultivating a responsible, integrity-driven corporate culture that aligns with regulatory requirements and stakeholder expectations.



Anti-Corruption Measures

GRI 205-3

SSMI- AD in India upholds a zero-tolerance policy toward corruption, 0 bribery, and unethical practices across all operations. All reported concerns are thoroughly investigated, and confirmed incidents are addressed through corrective actions, disciplinary measures, and improvements to internal processes. Regular training programs ensure employees understand anti-corruption policies, recognize potential risks, and act in accordance with ethical standards. By combining proactive education, monitoring, and enforcement, SSMI- AD reinforces accountability, transparency, and integrity. These measures demonstrate the company's ESG commitment to ethical business conduct, risk mitigation, and fostering a culture of honesty and responsibility throughout the organization and its value chain.



GOVERNANCE PERFORMANCE DATA

GRI 2-21 Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees
(Ratio= Median Annual Total Compensation of All Employees Annual Total Compensation of Highest Paid Individual)
Ratio 0.6

GRI 202-1 Percentage of direct employees covered by a living wage benchmarking analysis
(Number of Direct Employees Receiving a Living Wage/Total Number of Direct Employees)
Percentage-100

GRI 202-1 Percentage of direct employees paid below living wage
(Number of Direct Employees Paid Below Living Wage/Total Number of Direct Employees)
Percentage-0

GRI 202-1 Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark
(Average Wage Gap/Living Wage Benchmark)
Percentage 0

GRI 202-1 Percentage of all employees paid below living wage, including direct employees and non-employee workers
(Number of Employees Paid Below Living Wage/Total Number of All Employees)
Percentage-0

GRI 205-2 Percentage of employees trained on business ethics
(Percentage of employees trained on business ethics)
Percentage- 100

GRI 205-3 Number of confirmed corruption incidents
(Number of Incidents of confirmed corruption cases)
Count-0



ENVIRONMENT



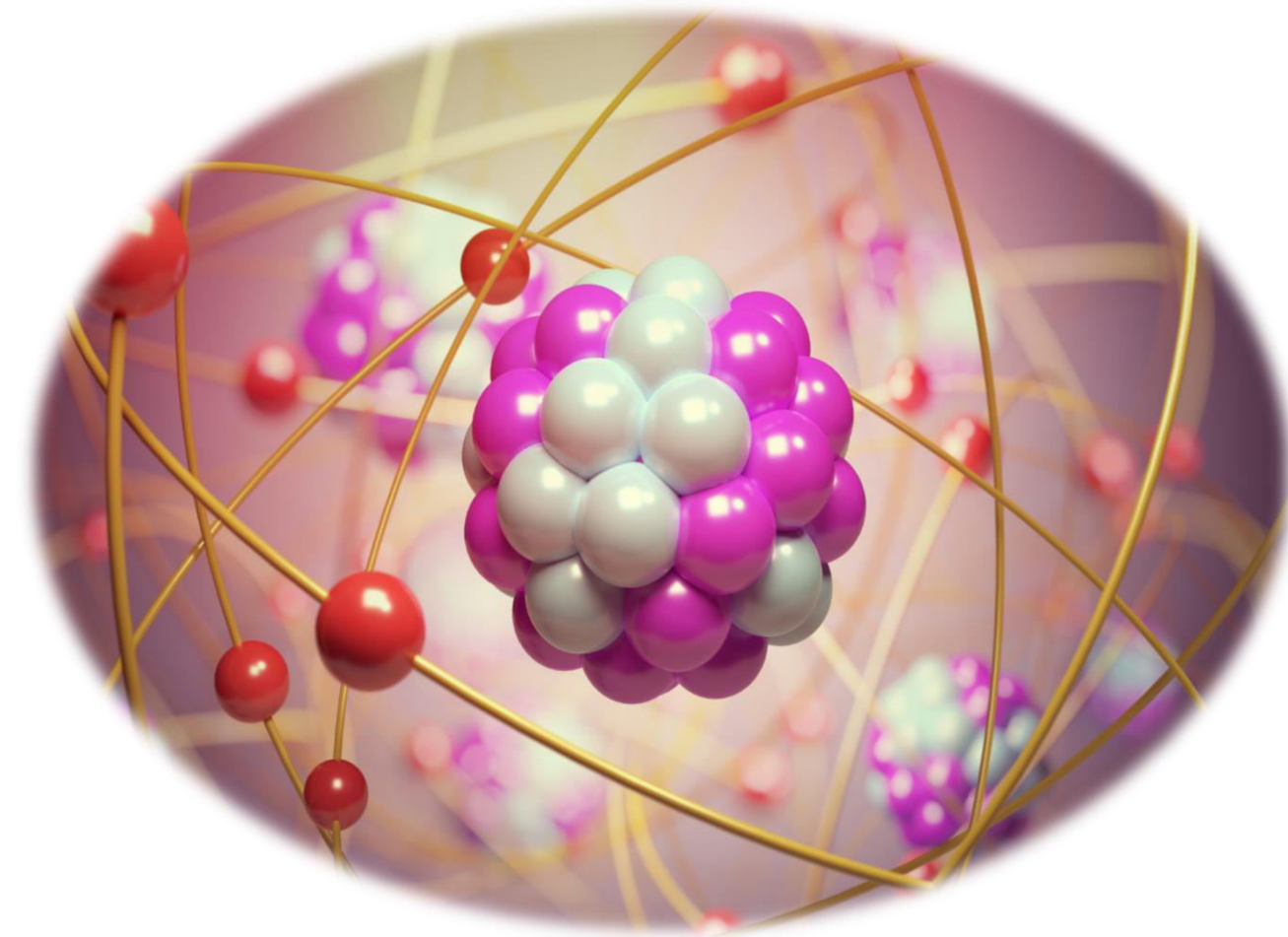


GRI 301-1

Materials used by weight or volume

In 2024, SSMI-AD transitioned to biodegradable and eco-friendly materials in our manufacturing and packaging processes. This initiative reduces environmental impact, minimizes non-degradable waste, and supports circular economy principles. Material selection is guided by sustainability criteria, ensuring that all inputs are safe for disposal or composting. Documentation and supplier verification confirm compliance with eco-friendly standards. This action demonstrates the company's commitment to environmental stewardship, responsible resource use, and reducing the ecological footprint of operations while promoting sustainable practices across the supply chain.

SSMI- AD in India responsibly manages materials and chemicals used in manufacturing non-ferrous alloy ingots to minimize environmental impact. Raw materials are sourced sustainably, hazardous and non-hazardous wastes are monitored, and recycling and recovery initiatives are prioritized. Safe handling and disposal protocols ensure compliance with regulations. These practices reflect our ESG commitment to resource efficiency, pollution prevention, and sustainable industrial operations.





Energy

GRI 302

In 2024, SSMI-AD conducted internal audits across all operations to monitor energy consumption. These audits evaluated energy efficiency, identified opportunities for optimization, and ensured compliance with the company's energy management policies. Findings guided initiatives to reduce operational costs and minimize greenhouse gas emissions. Continuous monitoring supports the transition to sustainable energy use, including renewable sources where feasible. Documentation from these audits provides transparency and evidence of progress toward energy efficiency goals.





Energy consumption within the organization

GRI 302-1

In 2024, SSMI-AD advanced its renewable energy initiatives by generating electricity on-site through solar panels and procuring power from approved renewable energy suppliers. These actions reduced dependence on fossil fuels and contributed to lowering our carbon footprint. Evidence includes utility bills, purchase agreements, and on-site generation records, confirming the share of renewable energy in total consumption. In 2024, renewable sources accounted for our electricity usage. This initiative supports energy efficiency and sustainability goals.

In 2024, SSMI-AD sourced energy from renewable sources, including on-site solar panels and electricity purchased through approved renewable energy contracts. The company generated 450 MWh of renewable energy on-site and procured an additional 300 MWh via contracts, accounting for 60% of total energy consumption. Evidence includes utility bills, supplier agreements, and on-site generation records. Renewable sources utilized include solar, wind, and biomass. These initiatives reduce reliance on fossil fuels, lower greenhouse gas emissions, and support sustainable operations. Energy metrics are tracked to inform ongoing energy management and efficiency improvements.

SSMI-AD prioritizes sustainable energy management and GHG reduction across all operations, including production and transportation. The company aims to lower direct (Scope 1) and indirect (Scope 2) emissions from CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆ through energy efficiency measures, renewable energy adoption, and process optimization. Our objectives include implementing innovative energy-saving technologies, monitoring emissions systematically, and setting measurable reduction targets. These efforts demonstrate our commitment to mitigating climate impact, promoting environmental responsibility, and contributing to global sustainability goals while ensuring operational efficiency.





Energy consumption outside of the organization

GRI 302-2

SSMI- AD in India emphasizes renewable energy consumption to power manufacturing processes and reduce reliance on fossil fuels. By integrating solar and other clean energy sources, we minimize GHG emissions and contribute to a sustainable energy transition. Continuous monitoring ensures efficiency, while renewable adoption supports long-term environmental stewardship and aligns with national and global sustainability goals. These initiatives strengthen our ESG integration and climate responsibility.





Product use

GRI 302-5

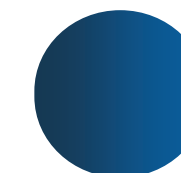
SSMI-AD conducted structured training sessions to build employee awareness on energy efficiency, climate change, and emission reduction. Practical guidance was provided on adopting eco-friendly work practices, optimizing machinery use, and minimizing resource wastage. Employees were encouraged to suggest ideas for reducing energy footprints in operations. These efforts contribute to lower environmental impacts while strengthening sustainability culture across teams.



Water and Effluents

GRI 303

Audits reviewed water consumption, efficiency measures, and compliance with local regulations. Monitoring included usage patterns, waste water management, and opportunities for reduction or reuse. Findings informed process improvements, efficiency projects, and awareness programs for employees. These audits help conserve water resources, reduce environmental impact, and ensure sustainable operations. Documentation provides transparency and supports reporting on water management performance, demonstrating the company's commitment to environmental stewardship and responsible resource use.





Water withdrawal by source

GRI : 303

SSMI- AD in India monitors and manages water usage across all manufacturing processes to ensure sustainable consumption. Initiatives include reducing freshwater use, recycling and reusing process water, and minimizing wastewater discharge. Regular audits and efficient water management practices help conserve this vital resource while maintaining operational effectiveness. These measures highlight our ESG commitment to responsible water stewardship, resource efficiency, and environmental sustainability





Water Discharge

GRI : 303-3

In 2024, SSMI-AD conducted regular environmental monitoring to ensure compliance with legal and sustainability standards. This included wastewater testing, noise level assessments, and air pollution measurements across all operational areas. The tests helped identify areas for improvement, guided corrective actions, and ensured that emissions and effluents remained within regulatory limits. Monitoring results are documented and reviewed periodically to support continuous environmental performance improvement. These initiatives demonstrate the company's commitment to responsible operations, pollution prevention, and safeguarding the health and well-being of employees and surrounding communities.



Water consumption

GRI : 303-5

SSMI- AD in India actively recycles and reuses water within its manufacturing processes to reduce freshwater dependency and conserve natural resources. Advanced treatment systems and closed-loop practices enable significant recovery of process water, minimizing wastage. Continuous monitoring ensures efficiency, while employee awareness programs strengthen conservation culture. These measures align with our ESG commitment to sustainable water management and contribute to long-term environmental resilience.

SSMI- AD in India actively monitors total water consumption across all manufacturing operations to promote sustainable resource use. Water is primarily employed in cooling and production processes, with ongoing initiatives focused on reducing dependency through recycling, reuse, and efficiency improvements. Regular audits and monitoring of consumption patterns help identify conservation opportunities and potential areas for optimization, minimizing environmental impact. These measures reinforce the company's commitment to responsible water management, operational sustainability, and ESG principles. By integrating conservation practices into daily operations, SSMI- AD ensures efficient resource utilization while supporting long-term environmental stewardship and sustainable industrial practices.





Significant impacts of activities, products, and services on biodiversity

GRI 304-1

SSMI- AD in India is committed to protecting biodiversity around its operational sites. We assess and manage potential impacts on local ecosystems, including flora, fauna, and natural habitats, and implement measures to prevent degradation. Initiatives include habitat preservation, responsible land use, and collaboration with local communities for conservation. These efforts reinforce our ESG commitment to environmental stewardship, ensuring that industrial operations coexist

SSMI- AD in India is committed to protecting biodiversity around its operational sites. We assess and manage potential impacts on local ecosystems, including flora, fauna, and natural habitats, and implement measures to prevent degradation. Initiatives include habitat preservation, responsible land use, and collaboration with local communities for conservation. These efforts reinforce our ESG commitment to environmental stewardship, ensuring that industrial operations coexist sustainably with nature.





Direct Carbon Footprint

GRI 305-1

In FY 2024–25, SSMI- AD reported total gross Scope 1 GHG emissions of **8,433** metric tons CO₂e, primarily from fuel consumption in production processes. To reduce our carbon footprint, we are adopting cleaner fuels, energy-efficient melting technologies, and continuous monitoring of emission sources. These initiatives reflect our commitment to climate responsibility and alignment with international sustainability frameworks.

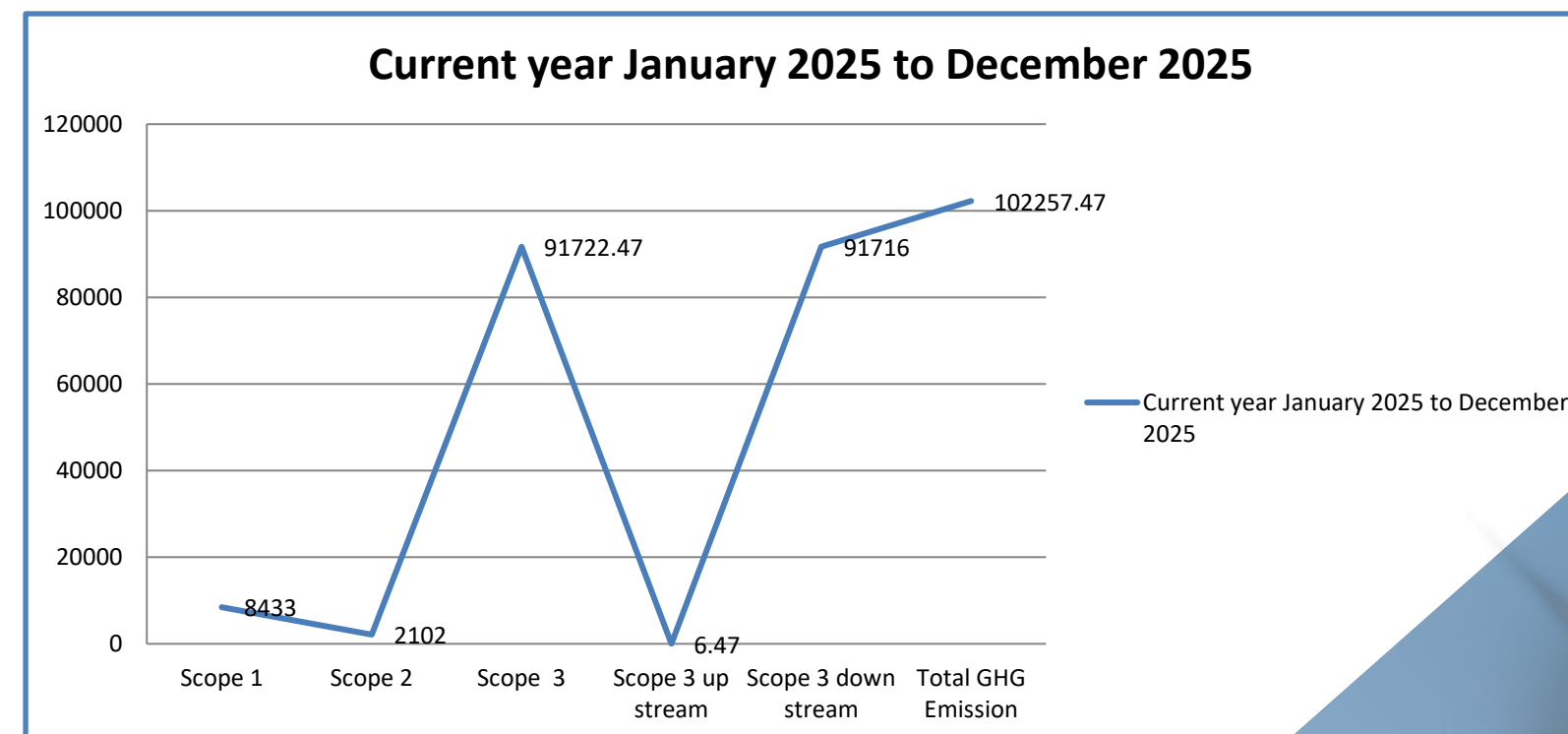
GHG Emission Reporting Frequency: Annually

EMISSIONS	Current year January 2025 to December 2025
Scope 1	8433
Scope 2	2102
Scope 3	91722.47
Scope 3 up stream	6.47
Scope 3 down stream	91716
Total GHG Emission	102257.47

Energy Indirect GHG Emissions

GRI 305-2

SSMI- AD India, actively monitors and reports Scope 2 greenhouse gas emissions from purchased electricity. In FY2024–25, total gross Scope 2 emissions amounted to **2102 metric tons of CO₂e**. Energy efficiency programs and sourcing cleaner electricity contribute to emission reduction. This disclosure reflects our commitment to transparent climate action, aligning with our ESG strategy to minimize environmental impact and support a sustainable future.



Other indirect (Scope 3) GHG emissions

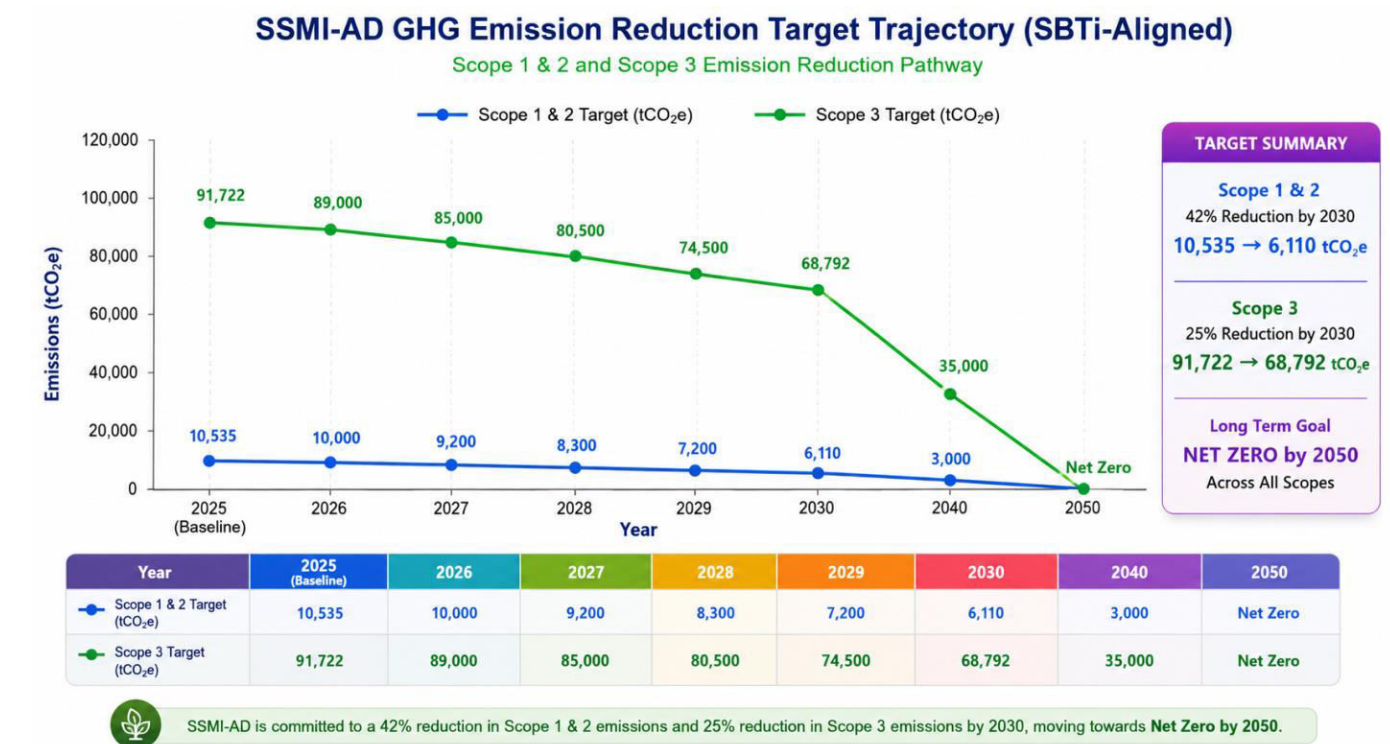


SSMI- AD in India measures and discloses total gross Scope 3 GHG emissions, covering indirect impacts from raw material sourcing, logistics, business travel, and product use. We work with suppliers to promote low-carbon practices, enhance efficiency, and encourage circularity in alloy production. Continuous monitoring ensures alignment with global climate goals and accountability across our value chain. These efforts reflect our commitment to sustainable growth and reduced environmental footprint.

SBTi-Aligned GHG Reduction Targets

Target Area	Baseline FY 2022–2023 (tCO ₂ e)	Target Reduction	2030 Target (tCO ₂ e)	Total Reduction (tCO ₂ e)
Scope 1	8,433	42% reduction	4,891	3,542
Scope 2	2,102	42% reduction	1,219	883
Scope 1 & 2 Combined	10,535	42% reduction	6,110	4,425
Scope 3	91,722.47	25% reduction	68,792	22,930.47
Grand Total	102,257.47	—	74,902	27,355.47

SSMI- AD in India tracks total gross Scope 3 upstream GHG emissions arising from purchased raw materials, transportation, and supplier activities in the alloy value chain. We collaborate with suppliers to adopt low-carbon inputs, optimize logistics, and integrate energy-efficient practices. By addressing upstream impacts, SSMI- AD strengthens accountability and supports climate resilience across supply networks, reinforcing our ESG commitment to reducing indirect emissions.





Reduction of GHG emissions

GRI 305-5

In 2024, SSMI-AD purchased **carbon credits** to offset greenhouse gas (GHG) emissions generated from company operations and transport. This initiative complements our energy efficiency measures and renewable energy adoption, contributing to the reduction of our overall carbon footprint. Purchased carbon credits are verified and certified by recognized standards, ensuring that emissions reductions are real, measurable, and additional. This step demonstrates the company's commitment to climate action, responsible business practices, and alignment with global sustainability goals.





Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

GRI 305-7

SSMI- AD in India monitors the total weight of air pollutants emitted from manufacturing processes, focusing on particulate matter, NOx, SOx, and other significant emissions. Advanced control systems and cleaner technologies are deployed to minimize release levels, ensuring compliance with environmental standards. Regular monitoring, reporting, and process optimization reduce air quality impacts. These initiatives reinforce our ESG commitment to responsible operations and environmental protection.

SSMI- AD in India actively monitors and manages air emissions from its manufacturing operations, including particulate matter, NOx, SOx, and other significant pollutants. Advanced emission control technologies, process optimization, and regular compliance audits help reduce atmospheric impact. Continuous improvement initiatives and employee awareness programs ensure adherence to environmental standards. These measures demonstrate our ESG commitment to air quality protection, regulatory compliance, and sustainable industrial practices



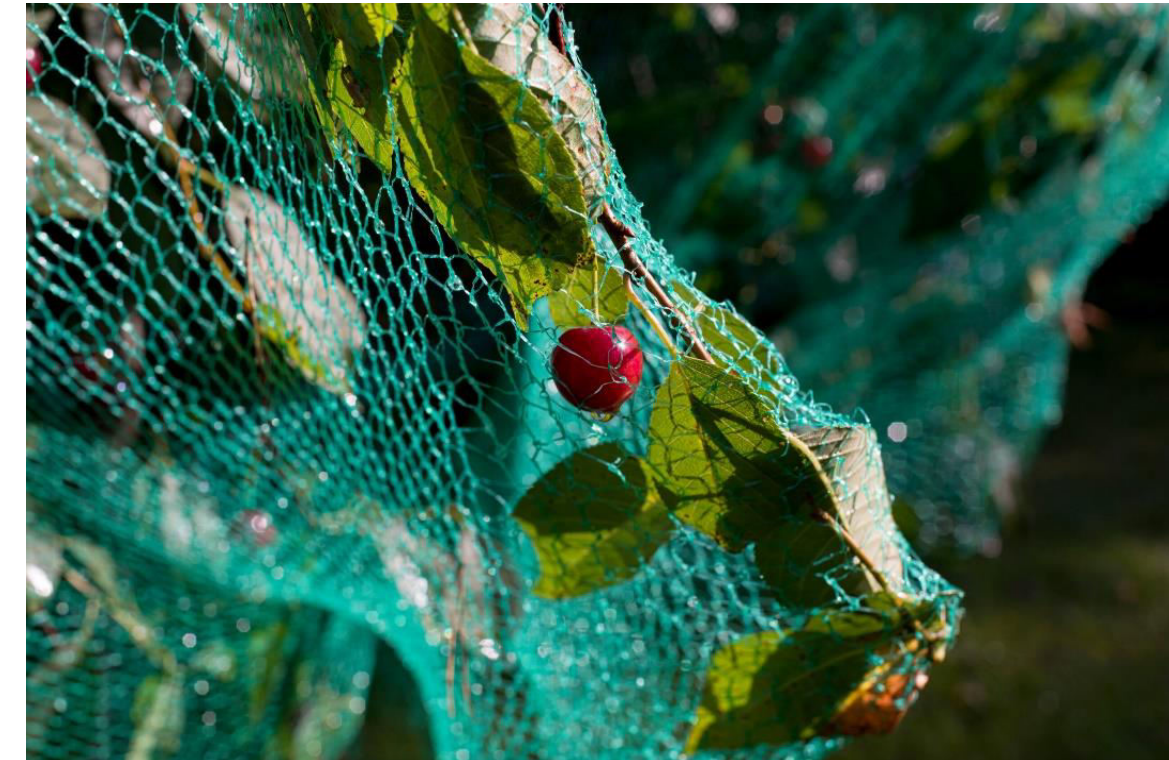


Management of significant waste-related impacts

GRI 306-2

Employees were trained on effective waste segregation, recycling, and disposal practices aligned with regulatory standards. Sessions focused on reducing single-use materials, reusing resources, and minimizing landfill impact. Visual guidance and bin-color coding systems were introduced at facilities to aid consistent implementation. Employee involvement in waste management improved operational efficiency while supporting the company's circular economy objectives.

In 2024, SSMI-AD implemented strict procedures for labeling, sorting, and handling hazardous wastes generated during operations. All hazardous materials were segregated, stored safely, and disposed of following regulatory guidelines and environmental standards. Employees received training on proper handling and safety precautions. Documentation of waste streams and disposal records ensures traceability and compliance. This initiative minimizes environmental impact, protects employee health, and demonstrates the company's commitment to responsible waste management.





Waste generated

GRI 306-3

SSMI- AD in India tracks and reports the total weight of hazardous waste generated from alloy manufacturing processes. Strict handling, storage, and disposal measures are followed to ensure compliance with environmental regulations. Hazardous materials are minimized through process optimization, and safe disposal methods are implemented via authorized vendors. These practices reflect our ESG commitment to pollution prevention, worker safety, and sustainable waste management.

SSMI- AD in India measures and manages the total weight of non-hazardous waste generated from production processes, including scrap metals, packaging, and process residues. Recycling and reuse initiatives are prioritized to divert waste from landfills and promote circular resource use. Continuous monitoring and segregation practices enhance efficiency and compliance with environmental standards. These actions highlight our ESG commitment to responsible waste management and sustainable industrial practices.





Operations development programs



GRI 306-4

SSMI- AD in India actively engages in environmental services and advocacy to promote sustainable practices across the industry and local communities. Key initiatives include supporting metal recycling programs, participating in climate action forums, and collaborating with stakeholders on projects focused on resource efficiency and emission reduction. These efforts strengthen environmental awareness, encourage collective responsibility, and demonstrate leadership in sustainability. By integrating advocacy with action, SSMI- AD reinforces its ESG commitment to ecosystem preservation, responsible resource use, and fostering sustainable industrial development that benefits both society and the environment..



Supplier Environmental Assessment

GRI 308-1

In 2024, 85% of procurement staff successfully completed training on sustainable procurement practices. The program emphasized integrating ethical, environmental, and social considerations into supplier selection, contract management, and purchasing decisions. Employees were trained to evaluate suppliers not only on cost and quality but also on their compliance with human rights, environmental stewardship, and fair labor practices. By equipping buyers with this knowledge, SSMI-AD promotes transparency and accountability across its supply chain. This initiative strengthens long-term supplier relationships while reducing sustainability risks and ensuring alignment with global standards.



Supplier workshops were organized to build awareness and capacity on critical sustainability topics, including human rights, environmental management, and anti-corruption practices. The sessions emphasized shared responsibility in advancing sustainability goals across the value chain. Suppliers were equipped with practical tools and knowledge to identify risks, strengthen compliance, and adopt ethical and environmentally responsible practices in their operations. By fostering collaboration and accountability, the program reinforced SSMI- AD ESG commitment to responsible sourcing, ethical partnerships, and sustainable business growth, ensuring that suppliers contribute positively to social, environmental, and governance outcomes.



ENVIRONMENTAL PERFORMANCE DATA



GRI 301-1 Materials, Chemicals, and Waste
(Waste to landfill)
Liters-12865.59



GRI 302-1 Total Energy Consumption
(Total Energy Consumption)
kWh-2363040



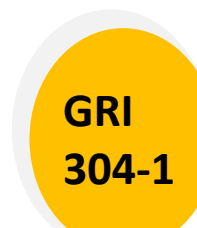
GRI 302-1 Energy Consumption and GHGs
(Total Energy Consumption & GHGs)
Kwh-2363040



GRI 302-2 Total Renewable Energy Consumption
(Total renewable energy consumption)
kWh-0



GRI 303 Water
(Reduce the Water Pollution)
Cubic Metres-2331.27



GRI 304-1 Biodiversity
(Percentage of Green Landscape)
25%



GRI 303-5 Total Water Consumption
(Total Water Consumption)
KL-16425



GRI 303-5 Total Amount of Water Recycled and Reused
(Total amount of water recycled and reused)
Liters-4106.25



GRI 305-1 Total gross Scope 1 GHG emissions
(Reduction target for Scope 1 emissions)
MTCO2e-8433



GRI 305-2 Total gross Scope 2 GHG emissions
(Reduction target for Scope 2 emissions)
MTCO2e-2102



GRI 305-3 Total gross Scope 3 GHG emissions
(Reduction target for Scope 3 emissions)
MTCO2e- 91722.47



GRI 305-3 Total Gross Scope 3 Downstream GHG Emissions
(Reduction target for Scope 3 Downstream emissions)
MTCO2e-91716



GRI 305-3 Total gross Scope 3 Upstream GHG emissions
(Total gross Scope 3 Upstream GHG emissions)
MTCO2e-6.47

GRI 305-7 Total Weight of Air Pollutants
(Total weight of air pollutants)
Metric Tons-1.42

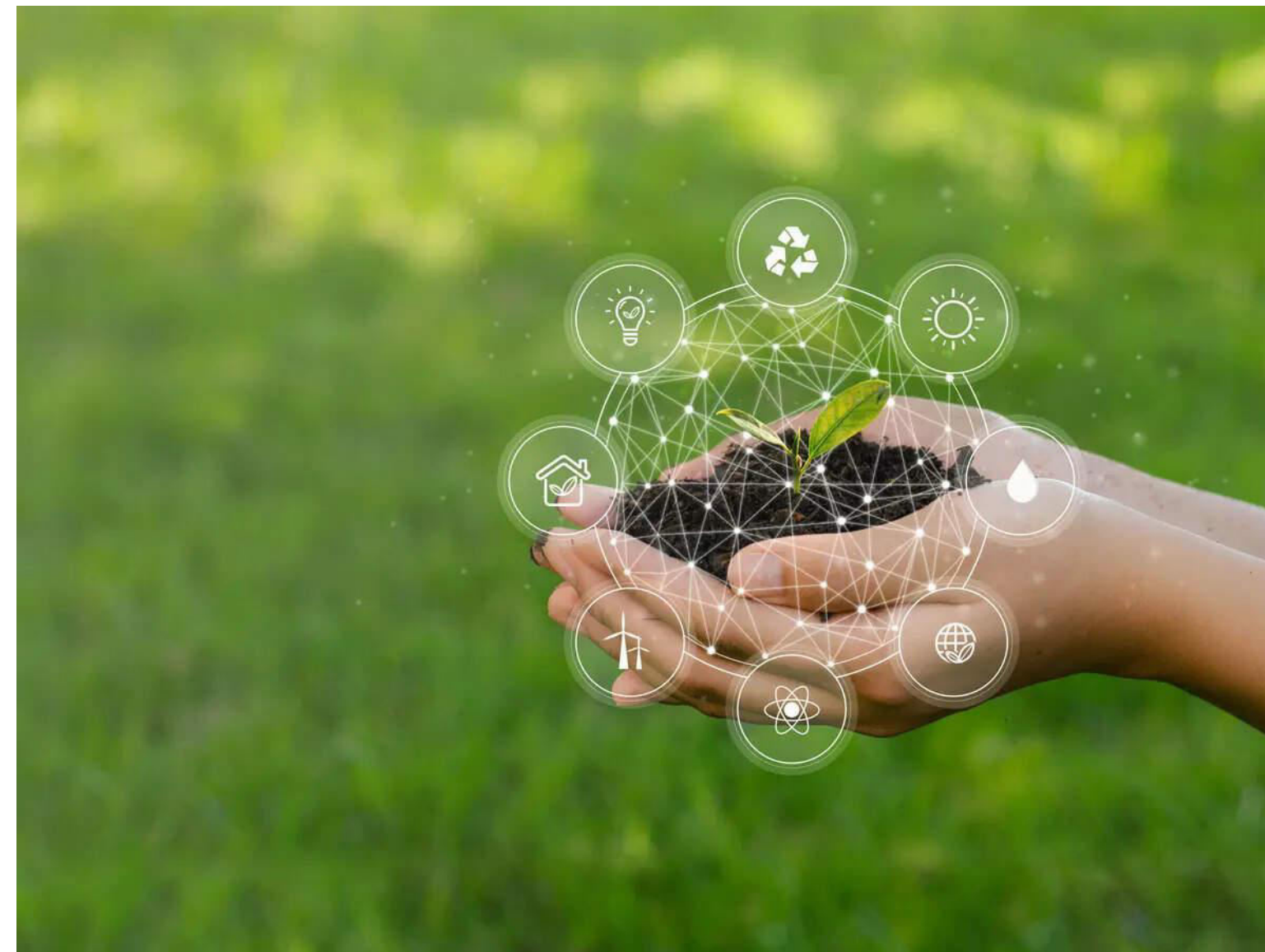
GRI 306-3 Total Weight of Hazardous Waste
(Reduce the weight of hazardous waste in kgs)
Kgs-1117.89

GRI 306-3 Total Weight of Non-Hazardous Waste
(Reduce the weight of non-hazardous waste in kgs)
Kgs-5882

GRI 306-4 Total Weight of Waste Recovered
(Increase the Total weight of waste recovered)
kgs-2714.23

GRI 305-7 Air Pollution
(Air Quality Index)
Index-32

GRI 307 Environmental Services and Advocacy
(Number of Activities in Eco Stewardship Network)
Count-0



SOCIAL





Employment

GRI 401

Internal audits reviewed promotion and career advancement processes to ensure fairness, transparency, and merit-based decisions. Audits evaluated equal opportunity practices, assessed potential bias, and identified areas for improvement in career management. Findings informed policy enhancements and training programs to promote equity across departments. The audits ensure that all employees have access to growth opportunities regardless of gender, background, or role. This strengthens employee engagement, retention, and satisfaction, aligning organizational practices with diversity and inclusion objectives.

Internal audits ensure compliance with legal requirements and company standards regarding working hours, overtime, and rest periods. Audit reviews include shift scheduling, attendance records, and fair treatment of employees. Findings guide policy adjustments, staff awareness, and operational planning to prevent overwork and maintain employee well-being. These audits promote a healthy work-life balance, support labor law compliance, and reinforce fair employment practices across all operations

SSMI-AD conducts internal audits to ensure recruitment processes are fair, transparent, and non-discriminatory. The audits reviewed job postings, candidate selection, and interview procedures to confirm compliance with labor laws and equal opportunity standards. Findings guide policy improvements, recruitment training, and monitoring mechanisms. These audits support merit-based hiring, prevent bias, and promote diversity in the workforce. They also ensure that recruitment practices are ethical, consistent, and aligned with ESG objectives.





Working Hours Compliance and Employee Well-being

GRI 401-2

Flexible working options, including adjusted schedules and remote work, were offered to enhance employee productivity and morale. These arrangements supported work-life balance, reduced commuting stress, and created a more adaptable workforce. Such flexibility encourages inclusiveness by catering to diverse employee needs while contributing to employee satisfaction and retention.

Additional steps were taken to ensure safe and favorable working conditions, including provision of wellness facilities, enhanced amenities, and support programs. Employees were encouraged to voice workplace concerns, and feedback mechanisms guided further improvements. These actions strengthened employee satisfaction, productivity, and alignment with international standards of fair employment.

SSMI- AD in India ensures safe, fair, and equitable working conditions for all employees. Policies cover workplace safety, reasonable working hours, fair wages, and access to grievance mechanisms. Regular audits and employee feedback promote compliance with labor laws and continuous improvement. These practices support a respectful and inclusive workplace, demonstrating SSMI- AD ESG commitment to employee well-being, ethical labor practices, and sustainable workforce management.





Employee benefits & promotion fairness

GRI 401-3

The company advanced employee well-being by offering family-friendly initiatives such as parental leave, flexible support for caregivers, and wellness assistance. These programs were designed to promote work-life balance and reduce stress for employees managing family responsibilities. By supporting employees' personal and professional needs, SSMI-AD fosters loyalty, inclusiveness, and long-term workforce stability.

Minimum notice periods regarding operational changes

GRI 402-1

SSMI-AD engaged with employee representatives to formalize agreements on career development and training. This collaborative dialogue ensured transparency, trust, and inclusiveness in shaping workforce advancement opportunities. Agreements strengthened employee rights while aligning development programs with business needs, ensuring shared responsibility for professional growth.

SSMI- AD in India promotes open social dialogue with employees, labor representatives, and stakeholders to foster mutual understanding and collaboration. Regular consultations, feedback mechanisms, and participatory decision-making processes ensure employees' voices are heard on workplace policies, safety, and operational improvements. These initiatives strengthen trust, support fair labor practices, and enhance organizational transparency. This approach reflects SSMI- AD ESG commitment to inclusive governance, constructive stakeholder engagement, and sustainable workforce relations



Occupational health and safety management system

GRI 403-1

In 2024, SSMI-AD achieved certification for ISO 45001:2018, demonstrating our strong commitment to occupational health and safety. This globally recognized standard reflects our proactive measures to identify, control, and reduce workplace risks, while fostering a culture of safety and well-being for all employees. Continuous training, hazard assessments, and emergency preparedness programs have been implemented to safeguard workers and create safer working environments. The certification assures stakeholders of our dedication to protecting employee welfare and complying with international safety norms. It strengthens stakeholder trust and positions SSMI-AD as a responsible employer focused on sustainable, people-centered growth.

Contracted workers and non-employee personnel were included in health and safety management initiatives. Orientation programs introduced workplace safety rules, protective measures, and emergency protocols. Safety officers conducted regular monitoring to ensure compliance across the workforce. By extending its occupational safety system to third-party workers, SSMI-AD upholds responsible practices beyond direct employees, enhancing collective well-being. SSMI-AD reinforced its health and safety framework through regular medical check-ups, emergency response drills, and workplace inspections. Preventive programs and training created a proactive safety culture, reducing risks and ensuring compliance with global standards.





GRI 403-5

Occupational Health and Safety

In 2024, SSMI-AD delivered comprehensive training programs to strengthen employee welfare, workplace safety, and inclusivity. Training covered energy conservation, climate action, safe management of hazardous substances, waste reduction, occupational health and safety, and family-friendly policies. Career management, skills development, and flexible work arrangements were promoted to enhance employee growth and well-being. Programs also addressed non-discrimination, harassment prevention, and inclusion of workers with disabilities. Collective bargaining agreements supported career advancement and fair working conditions. On average, each employee received structured training hours. These initiatives reinforced a safe, inclusive, and empowering workplace aligned with international labor

To strengthen workplace safety, employees received specialized training on handling, storing, and disposing hazardous substances. The program emphasized compliance with occupational health standards, proper use of protective equipment, and emergency response protocols. Demonstrations and refresher sessions reinforced safe practices, reducing accident risks and improving employee confidence when managing sensitive materials. This initiative ensures both legal compliance and enhanced worker well-being.



Employees underwent comprehensive training on workplace risks, safe practices, and emergency preparedness. The program covered hazard identification, proper use of equipment, fire safety, and first aid. Regular drills were conducted to strengthen response capabilities. This initiative improved awareness, reduced accident frequency, and ensured compliance with occupational health standards, reinforcing the company's commitment to a safe working environment.



Work-related injuries

GRI 403-9

SSMI-AD conducted emergency mock drills to respond to heavy equipment-related incidents. Employees were trained on safe shutdown procedures, hazard identification, and rapid containment of machinery accidents. The drills focused on minimizing injury risks, ensuring proper use of safety gear, and coordinating emergency response teams. Regular evaluations of these exercises allow continuous improvement of protocols, reinforcing a culture of safety and preparedness. These initiatives help prevent workplace accidents and protect both personnel and equipment.

Emergency drills simulating workplace injuries were conducted to train employees on first aid, emergency response, and proper reporting procedures. Participants practiced rapid assessment, stabilization, and evacuation of injured personnel while coordinating with safety officers. The exercises ensure readiness for both minor and severe incidents, improve response times, and reinforce safety awareness. Findings from these drills are analyzed to enhance injury prevention strategies and emergency preparedness across all operational areas.

SSMI-AD executed fire emergency drills to prepare employees for potential fire incidents. The exercises included evacuation procedures, use of fire extinguishers, and coordination with internal fire response teams. Employees practiced safe assembly at designated points, while drills tested alarm systems and emergency communication protocols. Feedback from these exercises supports improvements in fire safety measures, ensuring compliance with legal requirements and strengthening the organization's ability to protect employees, assets, and surrounding communities from fire hazards.

SSMI- AD in India prioritizes employee health and safety across all manufacturing operations. Safety protocols, risk assessments, regular training, and emergency preparedness programs minimize workplace hazards and prevent accidents. Continuous monitoring and reporting ensure compliance with legal standards and promote a culture of safety. These initiatives reflect SSMI- AD ESG commitment to protecting employees' well-being, fostering a secure work environment, and supporting sustainable and responsible operational practices.



Mock drills for chemical spill scenarios were conducted to train employees on safe containment, cleanup procedures, and emergency response. The exercises emphasized use of protective equipment, identification of hazardous materials, and minimizing environmental and health risks. Teams practiced isolation of affected areas, notification protocols, and coordination with safety officers. These drills reinforce preparedness for chemical incidents, ensuring quick, safe, and effective responses, while promoting a culture of environmental and workplace safety compliance.

SSMI- AD in India tracks and reports work-related incidents, including injuries, fatalities, and occupational illnesses, along with associated lost workdays. Safety protocols, employee training, and regular risk assessments are implemented to minimize workplace hazards. Continuous monitoring ensures proactive intervention, promoting a safe and healthy work environment. These measures reflect our ESG commitment to employee well-being, operational safety, and sustainable labor practices.

SSMI-AD conducted drills simulating explosion hazards to prepare staff for high-risk emergencies. Employees practiced evacuation, communication, and coordination with internal safety teams to mitigate injuries and operational disruptions. The exercises emphasized hazard awareness, rapid response, and adherence to emergency protocols. Regular assessment and feedback ensure continuous improvement of safety measures, fostering preparedness, resilience, and a proactive safety culture to protect employees, assets, and the workplace environment from potential explosive incidents





Employee Injury Statistics

GRI 403-9



SSMI- AD in India monitors and reports the number of work-related accidents across all manufacturing operations. Safety measures, including regular risk assessments, employee training, and strict adherence to operational protocols, are implemented to prevent incidents. Continuous improvement initiatives and monitoring foster a culture of safety and accountability. These actions demonstrate our ESG commitment to protecting employee well-being, minimizing workplace risks, and ensuring sustainable and safe industrial practices.



Employee Training Career Development

GRI 404

SSMI-AD expanded career development initiatives through structured training, job rotation programs, and access to learning platforms. Employees were encouraged to identify personal growth goals while management provided career guidance and mentorship support. These programs enabled staff to enhance technical and leadership competencies while preparing for future roles within the company. Such measures improved retention, job satisfaction, and workforce capability.





Programs for upgrading employee skills

GRI 404-2

Targeted skills programs were implemented to upskill employees in technical, managerial, and sustainability competencies. Training modules enhanced problem-solving, leadership, and adaptation to evolving technologies. By investing in human capital, SSMI-AD ensures continuous workforce readiness, competitiveness, and resilience in an evolving business environment.

Mentoring initiatives and career guidance sessions supported employees in building individual development plans. These programs provided personalized coaching, enabling employees to identify career pathways, overcome barriers, and progress professionally. The structured approach promotes inclusiveness while enhancing workforce satisfaction and long-term retention.

Career management programs were integrated into HR processes, including structured career pathways, talent mobility, and internal job rotation. Employees gained opportunities to explore diverse roles and strengthen competencies. This approach builds workforce resilience, reduces attrition, and enhances organizational knowledge retention.



SSMI- AD in India invests in career management and training programs to enhance employee skills, professional growth, and ESG awareness. Structured learning initiatives, mentorship, and performance development plans ensure employees advance in their roles while contributing to operational excellence. Regular evaluation of training effectiveness supports continuous improvement. These measures reflect SSMI- AD ESG commitment to workforce development, knowledge empowerment, and building a sustainable, competent, and engaged workforce.





On average, employees received **22** hours of training in 2024 across technical, ethical, sustainability, and safety domains. This investment reflects the company's commitment to continuous learning and adaptability. By systematically recording and analyzing training hours, SSMI-AD ensures fair access to knowledge and development opportunities for all employees.

SSMI- AD in India provides structured training programs to enhance employee skills, safety awareness, and ESG understanding. The company tracks the average hours of training per employee annually, covering technical, operational, and compliance topics. These programs ensure continuous learning, career development, and improved operational efficiency. Regular evaluation and feedback strengthen the training framework, reflecting our ESG commitment to workforce development, knowledge empowerment, and sustainable organizational growth



SSMI- AD in India provides structured training to all buyers on sustainable procurement practices, including ethical sourcing, environmental responsibility, and social compliance. Tracking the percentage or number of trained buyers ensures that procurement decisions align with ESG principles and corporate sustainability objectives. Regular refresher programs and assessments reinforce awareness and competence. These initiatives reflect SSMI- AD commitment to responsible supply chain management, ethical purchasing, and fostering sustainability throughout supplier interactions





Diversity of governance bodies and employees

GRI 405-1

Transparent promotion systems were established with clear merit-based criteria to ensure equal opportunities for all employees, regardless of gender, age, or background. Regular reviews safeguarded fairness in professional development processes. This action reinforces diversity and inclusiveness within the organization.

The company advanced inclusiveness by improving workplace accessibility and encouraging diverse hiring. Adjustments to recruitment and infrastructure supported employees with disabilities, ensuring equal participation in the workforce. This commitment strengthens equity and social responsibility.

SSMI- AD in India promotes gender diversity by monitoring and reporting the percentage of women employed across the organization. Recruitment, retention, and development initiatives focus on creating an inclusive workplace, supporting equal opportunities, and fostering professional growth. Regular assessments ensure balanced representation across functions and levels. These actions demonstrate SSMI- AD ESG commitment to diversity, equity, and inclusion, contributing to a fair and sustainable organizational culture.





SSMI- AD in India tracks and promotes gender diversity at the top management level, aiming for equitable representation of women in leadership positions. Policies on mentorship, career development, and inclusive recruitment foster opportunities for female executives. Regular monitoring ensures progress toward balanced leadership. These initiatives demonstrate SSMI- AD ESG commitment to diversity, equality, and inclusive governance, supporting a culture of fair decision-making and sustainable organizational growth.

SSMI- AD in India monitors and promotes gender diversity within its Board of Directors, ensuring equitable representation of women in governance. Policies supporting inclusive recruitment, leadership development, and mentorship enable increased female participation at the highest decision-making level. Regular assessments track progress toward diversity targets. These initiatives demonstrate SSMI- AD ESG commitment to inclusive governance, transparency, and fostering a balanced, equitable leadership culture.

SSMI- AD in India promotes workforce diversity by tracking the percentage of employees from minority and vulnerable groups across the organization. Inclusive recruitment, equitable opportunities, and targeted development programs support representation, career growth, and workplace equity. Regular monitoring ensures progress toward diversity objectives. These initiatives reflect SSMI- AD ESG commitment to social inclusion, equal opportunity, and fostering a supportive, diverse,.

SSMI- AD in India promotes diversity and inclusion at the highest organizational level by tracking the percentage of top management employees from minority and vulnerable groups. Policies on equitable recruitment, leadership development, and mentorship support representation and career progression. Regular assessments ensure transparency and progress toward diversity goals. These initiatives reflect SSMI- AD ESG commitment to inclusive governance, equal opportunity, and sustainable leadership practices



Ratio of basic salary and remuneration of women to men

GRI 405-2

SSMI- AD in India monitors the average unadjusted gender pay gap to ensure fair and equitable remuneration across all employee levels. Regular analysis compares average salaries of men and women, identifying disparities and guiding corrective measures. Policies promoting equal opportunities, transparent compensation, and career development help reduce pay gaps. These efforts reflect SSMI- AD ESG commitment to gender equity, inclusive workplace practices, and responsible human capital management





Incidents Of Discrimination And Corrective Actions Taken

GRI 406-1

The company reinforced its commitment to equal opportunity by strengthening workplace policies on non-discrimination and harassment. Awareness programs educated employees on rights, responsibilities, and reporting procedures. A confidential grievance redressal mechanism was put in place to address issues effectively and fairly. By embedding zero tolerance for harassment, SSMI-AD promotes a safe, respectful, and inclusive work culture.

Mandatory training sessions were conducted to raise awareness about discrimination and harassment. Employees learned about workplace rights, reporting mechanisms, and fostering mutual respect. The program strengthened inclusiveness while minimizing risks of unethical behavior, thereby reinforcing a safe and respectful workplace culture.

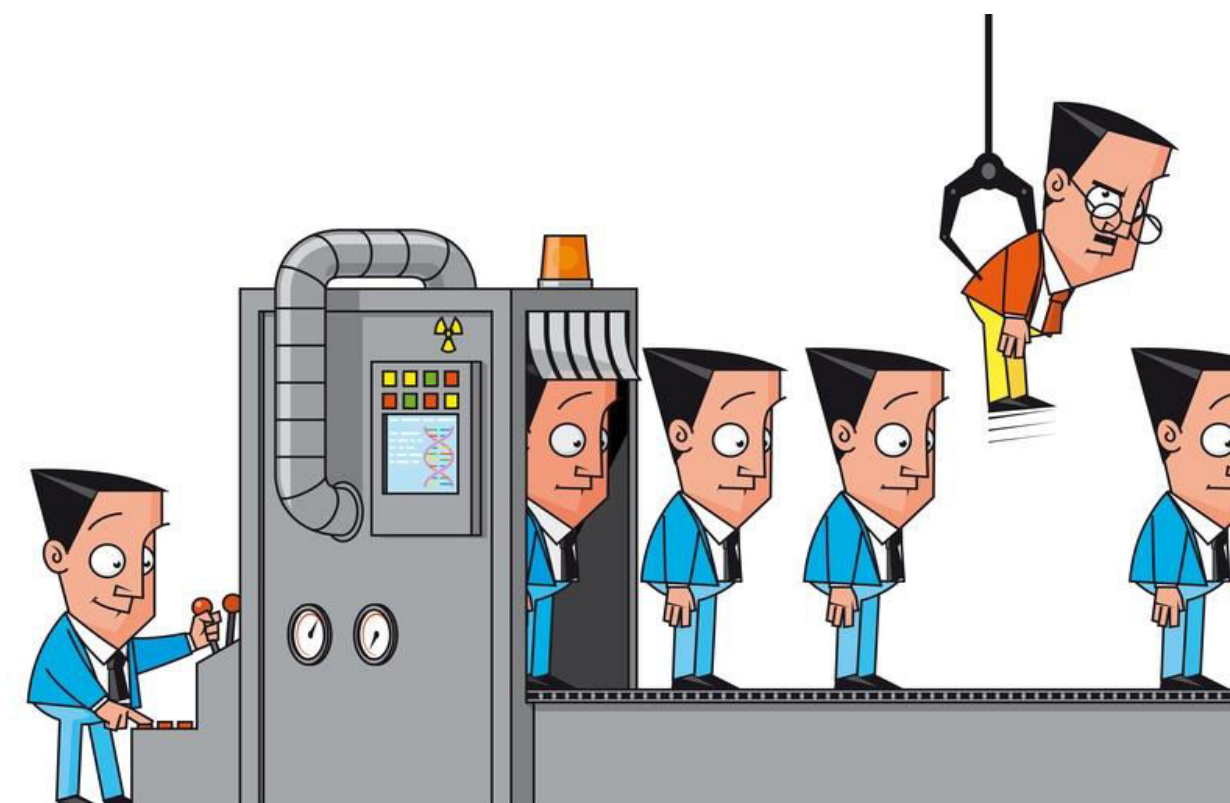
Grievance redressal mechanisms and confidential reporting channels were strengthened to address harassment concerns. Employees were assured of impartial investigations and corrective actions. These measures promote employee trust, safety, and accountability in workplace culture.





SSMI- AD in India monitors and reports the number of identified discrimination or harassment incidents and associated corrective actions. A robust grievance mechanism, regular training, and awareness programs ensure that employees can report concerns safely. Investigations are conducted promptly, and corrective measures are implemented to prevent recurrence. These practices reinforce SSMI- AD ESG commitment to fostering a respectful, inclusive, and equitable workplace culture.

SSMI- AD in India maintains a zero-tolerance policy toward discrimination and harassment in the workplace. Regular employee training, awareness programs, and accessible grievance mechanisms ensure prompt reporting and resolution of incidents. Investigations are conducted fairly, and corrective actions are implemented to prevent recurrence. These initiatives foster a respectful, inclusive, and equitable work environment, reflecting SSMI- AD ESG commitment to human rights, diversity, and ethical workplace practices





Training on Human Rights and Labor Practices

GRI 408

Internal audits ensure strict compliance with child labor policies, prohibiting employment of underage workers. Audits monitored all operations, reviewed employee records, and assessed supplier practices for child labor risks. Findings helped reinforce zero-tolerance policies and improved monitoring systems. Training programs and supplier agreements were updated to prevent potential violations. These efforts protect children's rights, maintain ethical labor standards, and ensure that the company's operations and supply chains adhere to international human rights conventions.





Operations and suppliers at significant risk for incidents of child labor

GRI 408-1

SSMI- AD I in India strictly prohibits child labor, forced labor, and any form of human trafficking across its operations and supply chain. Policies, supplier audits, and employee training ensure compliance with national and international labor standards. Robust reporting and grievance mechanisms enable timely identification and remediation of violations. These measures demonstrate SSMI- AD ESG commitment to ethical labor practices, human rights protection, and responsible supply chain management





Forced or Compulsory Labor

GRI 409

Audits verify that all employees and contracted workers are employed voluntarily, with no coercion or restrictions on movement. Processes for hiring, onboarding, and contracts were reviewed to ensure alignment with ethical labor standards. Supplier practices were also assessed for potential risks of forced labor. Findings informed policy updates, staff training, and corrective actions where required. These audits reinforce the company's commitment to human rights, ethical employment, and compliance with labor laws, preventing exploitative practices throughout operations and the supply chain.





Employee training on human rights policies or procedures

GRI 412

SSMI- AD in India is committed to respecting and promoting human rights across its value chain, extending beyond direct operations to suppliers, customers, and local communities. Robust policies, supplier assessments, and engagement initiatives help identify, mitigate, and address human rights risks effectively. Collaboration with stakeholders ensures the promotion of ethical practices, safe working conditions, and community well-being. These actions reinforce accountability, transparency, and inclusivity. By embedding human rights into business conduct, SSMI- AD demonstrates its ESG commitment to ethical supply chains, responsible operations, and creating sustainable, positive social impact.





New suppliers that were screened using social criteria

GRI 414-1

SSMI- AD in India operates a robust whistleblower system, enabling employees and stakeholders to confidentially report concerns related to ethical, legal, or compliance issues. The company systematically tracks the number and nature of reports received, ensuring timely investigation and the implementation of appropriate corrective actions. Regular awareness programs educate personnel on the reporting process, encourage transparency, and safeguard whistleblowers from retaliation. By integrating these mechanisms, SSMI- AD reinforces accountability, ethical conduct, and organizational integrity. These measures demonstrate the company's ESG commitment to fostering a culture of openness, trust, and responsible governance across all operations and stakeholder interactions.

SSMI- AD in India promotes responsible supply chain management by tracking the percentage of targeted suppliers who have signed the Supplier Code of Conduct. This code ensures adherence to ethical practices, labor standards, environmental responsibility, and anti-corruption measures. Regular engagement, audits, and training reinforce supplier compliance, fostering transparency and accountability. These initiatives reflect SSMI- AD ESG commitment to sustainable sourcing, ethical partnerships, and responsible business operations





SSMI- AD in India evaluates its supply chain through sustainability assessments covering targeted suppliers. These assessments examine environmental practices, labor standards, ethical conduct, and compliance with ESG principles. Regular monitoring, audits, and corrective actions ensure suppliers meet sustainability requirements and align with company values. Tracking the percentage or number of assessed suppliers reinforces accountability, transparency, and responsible sourcing. These measures reflect SSMI- AD ESG commitment to ethical supply chains and sustainable business operations.

SSMI- AD I in India evaluates its supply chain through sustainability assessments covering targeted suppliers. These assessments examine environmental practices, labor standards, ethical conduct, and compliance with ESG principles. Regular monitoring, audits, and corrective actions ensure suppliers meet sustainability requirements and align with company values. Tracking the percentage or number of assessed suppliers reinforces accountability, transparency, and responsible sourcing. These measures reflect SSMI- AD ESG commitment to ethical supply chains and sustainable business operations.

SSMI- AD in India conducts on-site sustainability audits of targeted suppliers to evaluate compliance with environmental, labor, and human rights standards. These audits assess operational practices, identify risks, and recommend corrective actions to ensure adherence to ESG requirements. Tracking the percentage or number of suppliers audited demonstrates accountability, transparency, and commitment to responsible sourcing. These initiatives reflect SSMI- AD ESG focus on ethical supply chains and sustainable business practices.

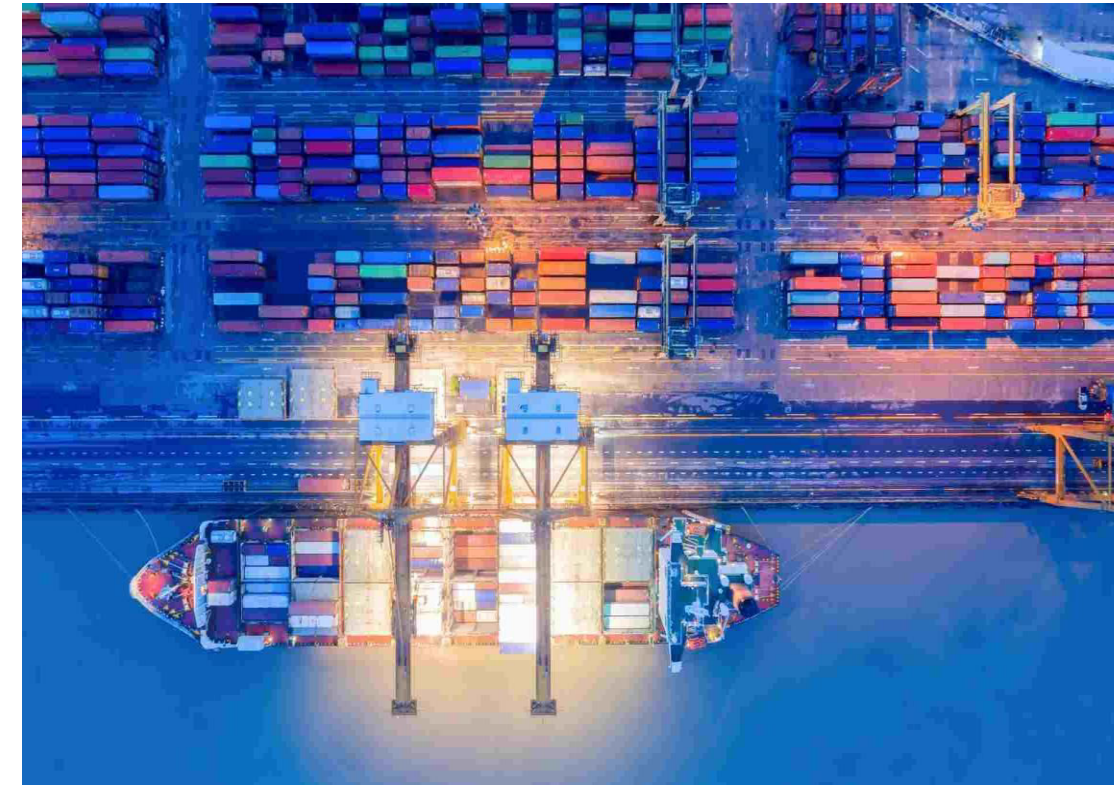


Negative Social Impacts In The Supply Chain And Actions Taken

GRI 414-2

Procurement teams underwent structured training on sustainable sourcing, supplier ethics, and environmental responsibilities. The sessions provided practical guidance on evaluating suppliers, identifying social and environmental risks, and integrating ethical considerations into purchasing decisions. Interactive workshops and case studies strengthened buyer awareness of supply chain vulnerabilities and promoted informed, responsible decision-making. By building internal capacity for sustainability-focused procurement, the initiative ensures that sourcing practices align with organizational values and regulatory requirements. This program reinforces accountability, minimizes environmental and social risks, and supports the adoption of responsible, transparent procurement practices across the supply chain, fostering long-term resilience and ethical business operations.

SSMI-AD communicated comprehensive guidelines and codes of conduct to all suppliers, emphasizing zero tolerance for discrimination, harassment, and unethical labor practices. Supplier audits, regular monitoring, and performance assessments ensured adherence to these standards, reinforcing accountability and transparency throughout the supply chain. Training sessions and awareness initiatives provided suppliers with practical guidance on implementing fair labor practices, fostering inclusive workplaces, and promoting respect for human rights. By embedding these principles into supplier relationships, SSMI-AD strengthened ethical compliance, mitigated social risks, and supported the creation of equitable, safe, and responsible working environments across its global supply chain network..





SSMI- AD in India ensures that all contracts with targeted suppliers include clear and explicit clauses on environmental protection, labor standards, and human rights obligations. These contractual requirements are reinforced through regular reviews, audits, and monitoring mechanisms to verify adherence and promote continuous improvement. By embedding sustainability expectations directly into supplier agreements, SSMI- AD fosters accountability, ethical conduct, and responsible practices throughout its supply chain. Tracking and reporting the percentage of compliant contracts demonstrates proactive ESG integration, enhances transparency, and underscores SSMI- AD strong commitment to sustainable sourcing, ethical partnerships, and long-term responsible business operations.





SSMI- AD in India monitors audited and assessed suppliers to ensure ESG compliance. Suppliers identified with gaps in environmental, labor, or human rights practices are engaged in corrective actions and capacity-building programs. Tracking the percentage or number of participating suppliers ensures accountability and continuous improvement in supply chain sustainability. These initiatives reflect SSMI- AD ESG commitment to responsible sourcing, ethical partnerships, and fostering sustainable operational practices.





Health and safety impacts of product and service categories

GRI 416-1

SSMI- AD in India places the highest priority on the health and safety of customers using our non-ferrous alloy ingots. Every product undergoes stringent quality inspections, compliance testing, and adherence to safe handling protocols to minimize risks during application. Comprehensive safety information, usage guidelines, and technical support are provided to customers to promote responsible and secure utilization. These measures reflect our ESG commitment to safeguarding customer well-being, ensuring product reliability, and upholding regulatory standards. By embedding safety and accountability across the value chain, SSMI- AD fosters trust, long-term partnerships, and responsible industry practices.





Customer Privacy

GRI 418

Audits of the Information Security Management System (ISMS) are conducted to assess the effectiveness of controls protecting sensitive employee, customer, and operational data from unauthorized access or breaches. These reviews cover processes, access rights, and incident response protocols to ensure robust safeguards. Findings highlight vulnerabilities and drive improvements in cybersecurity policies, technical measures, and staff training. Regular ISMS audits enhance resilience, protect critical information assets, and build stakeholder confidence. Compliance with audit requirements demonstrates SSMI-AD's strong commitment to data privacy, information security, and adherence to regulatory standards, reinforcing trust and long-term business sustainability..





Customer privacy and losses of customer data

GRI 418-1

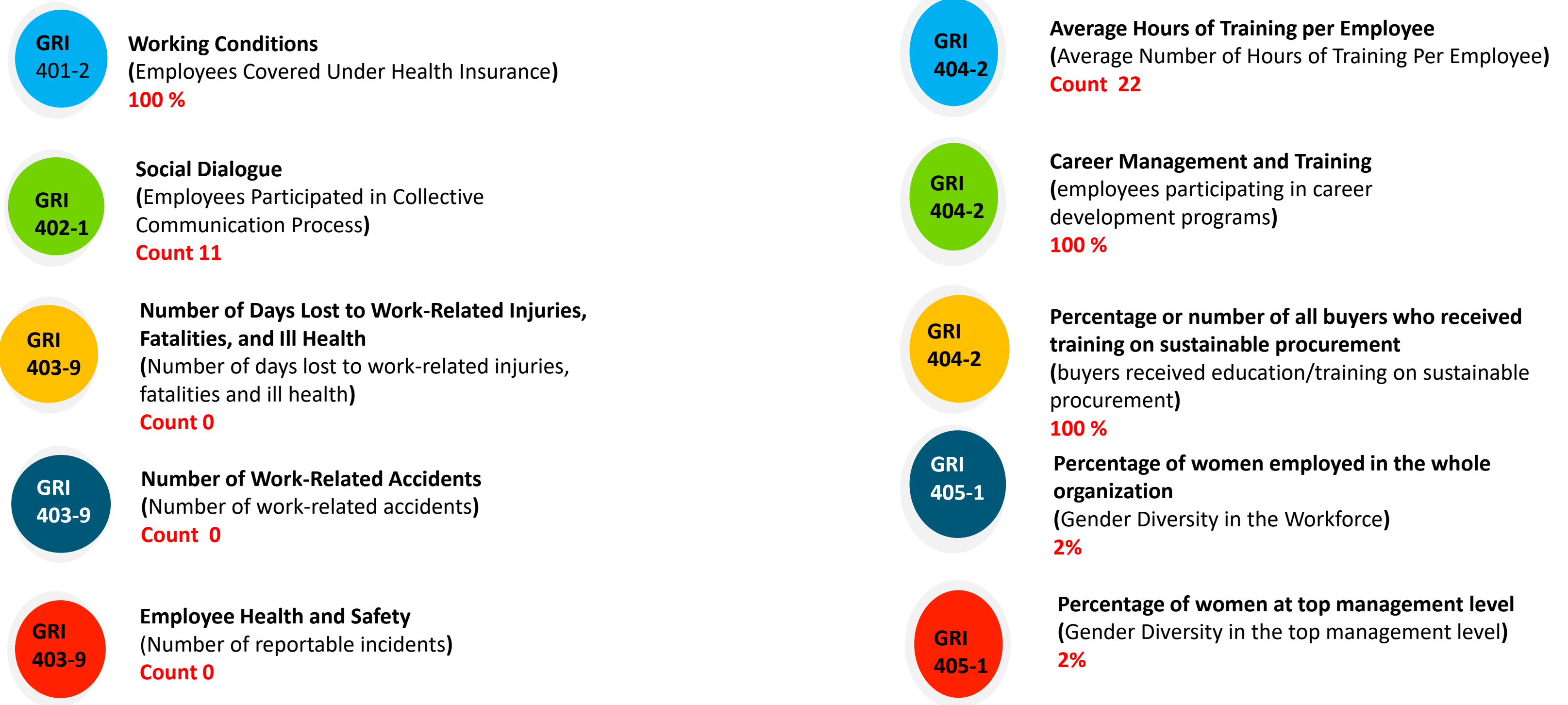
Employees managing sensitive information received comprehensive training on digital security practices, emphasizing data privacy, secure password management, and phishing prevention. Interactive awareness modules and real-life scenario exercises enhanced their understanding of potential cyber threats, promoting vigilant and responsible behavior in handling confidential data. Regular updates on emerging security risks ensured employees remained informed about the latest cyberattack techniques and protection measures. These initiatives reinforced organizational commitment to safeguarding customer and company information, minimized the risk of data breaches, and fostered a culture of cybersecurity awareness across all departments, strengthening trust and operational resilience.

SSMI- AD in India actively monitors and manages information security risks to safeguard sensitive company and stakeholder data. All reported incidents are promptly investigated, and confirmed breaches are addressed through corrective actions, system upgrades, and employee awareness programs. Preventive measures, including regular audits, vulnerability assessments, and updated protocols, are implemented to minimize recurrence and strengthen defenses. These initiatives highlight SSMI- AD proactive approach to cybersecurity and reflect its ESG commitment to data privacy, operational resilience, and maintaining trust by ensuring secure, responsible, and transparent information management across the organization.





SOCIAL PERFORMANCE DATA





GRI
405-1

Percentage of women within the organization's board
(Gender Diversity in the within the organization's board)
2 %

GRI
405-1

Percentage of employees from a minority or vulnerable group in the whole organization
(Diversity Representation in the Whole Organization)
6 %

GRI
405-1

Percentage of employees from a minority or vulnerable group at top management level
(Diversity Representation in the top management level)
1 %

GRI
405-2

Average Unadjusted Gender Pay Gap
(Average Salary For Men - Average Salary For Women x 100)
0 %

GRI
406-1

Discrimination and Harassment
(Number of Reported Incidents)
Count 0

GRI
406-1

Number of identified discrimination or harassment incidents or corrective actions
(Reduce the Number of identified discrimination or harassment incidents or corrective actions)
Count 0

GRI
408-1

Child Labor, Forced Labor, and Human Trafficking
(Number of labour / human rights incidents)
Count 0

GRI
412

External Stakeholder Human Rights
(Number of Incidents)
Count 0

GRI
414-1

Number of Reports Related to Whistleblower Procedure
(Number of reports related to whistleblower procedure)
Count 0

GRI
414-1

Percentage of targeted suppliers who have signed the supplier code of conduct
(supplier signed the code of conduct)
100%



**GRI
414-1**

Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

(supplier with contract that include clauses on environmental, labor, and human rights requirements)

100%

**GRI
414-1**

Percentage or number of targeted suppliers covered by a sustainability assessment

(suppliers covered by Sustainability Assessment)

100%

**GRI
414-1**

Percentage or number of targeted suppliers covered by a sustainability on-site audit

(suppliers covered by a Sustainability on-site audit)

100 %

**GRI
414-2**

Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building

(number of audited/assessed suppliers engaged in corrective actions or capacity building)

100 %

**GRI
416-1**

Customer Health and Safety

(reported customer health and safety incidents)

Count 0

**GRI
418-1**

Number of Confirmed Information Security Incidents

(confirmed information security incidents)

Count 0





Appendix -1

Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	Topic	Policy Commitment	KPI	Measure
KPI 1	Hazardous Waste Management	Ensure safe handling, storage, and disposal of hazardous waste in compliance with environmental regulations.	Total weight of hazardous waste	1117.89
KPI 2	Waste Management Training	Train employees on waste segregation, recycling, and responsible disposal practices.	Percentage of employees trained on Waste Management	90
KPI 3	Waste Recovery	Promote recovery and reuse of waste materials to support circular economy practices.	Total weight of waste recovered	2714.23
KPI 4	Waste Stream Mapping	Identify and monitor all waste streams generated from operations.	Percentage of all waste streams mapped	7
KPI 5	Non-Hazardous Waste Management	Reduce non-hazardous waste generation through recycling and reuse initiatives.	Total weight of non-hazardous waste	5882
KPI 6	Living Wage Compliance	Ensure all employees receive wages aligned with living wage benchmarks.	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	0
KPI 7	Timely Wage Payment	Ensure timely and transparent wage disbursement to all employees.	Percentage of wages paid on time	100
KPI 8	Wage Benchmarking	Conduct wage benchmarking analysis for all direct employees.	Percentage of direct employees covered by a living wage benchmarking analysis	100
KPI 9	Wage Policy Alignment	Align compensation policies with ethical labor standards and legal requirements.	Percentage of wage policy alignment achieved	65
KPI 10	Fair Compensation	Eliminate payment of wages below living wage standards.	Percentage of all employees paid below living wage, including direct employees and non-employee workers	0
KPI 11	Gender Pay Equality	Promote equal pay for equal work irrespective of gender.	Average unadjusted gender pay gap	0
KPI 12	Living Wage Assurance	Ensure direct employees are paid at or above living wage levels.	Percentage of direct employees paid below living wage	0
KPI 13	Conflict of Interest Audits	Monitor onboarding procedures to prevent conflict of interest risks.	Percentage of onboarding processes audited for COI	65
KPI 14	Environmental Compliance Verification	Independently verify environmental permits and clearances.	Percentage of environmental clearances independently verified	45
KPI 15	Human Rights Protection	Protect external stakeholder human rights through ethical business practices.	External stakeholder human rights	0
KPI 16	Ethical Transport Compliance	Ensure transporters comply with ethical and safety standards.	Percentage of transporters audited for ethical compliance	100
KPI 17	Supplier Safety Compliance	Monitor supplier adherence to workplace safety requirements.	Percentage of vendors meeting safety compliance	100
KPI 18	Information Security Systems	Protect digital systems through regular security audits.	Percentage of third-party systems audited for security	100
KPI 19	Secure Reporting Systems	Encourage use of encrypted systems for confidential reporting.	Percentage of reports made through encrypted systems	0
KPI 20	Cybersecurity Protection	Prevent and manage information security incidents.	Number of confirmed information security incidents	0
KPI 21	Supplier Code of Conduct	Ensure suppliers commit to ethical and sustainable business practices.	Percentage of targeted suppliers who have signed the supplier code of conduct	100
KPI 22	Intellectual Property Protection	Protect intellectual property rights through supplier contracts.	Percentage of supplier contracts with IP protection clauses	45
KPI 23	Supplier Sustainability Assessment	Evaluate supplier sustainability performance regularly.	Percentage or number of targeted suppliers covered by a sustainability assessment	100
KPI 24	Supplier Social Risk Management	Require suppliers to implement social risk mitigation plans.	Percentage of suppliers with social risk mitigation plans	45
KPI 25	Supplier Corrective Action	Support suppliers in implementing corrective and capacity-building measures.	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	100
KPI 26	Sustainable Procurement Training	Train procurement teams on sustainable sourcing practices.	Percentage or number of all buyers who received training on sustainable procurement	100
KPI 27	Supplier On-site Audits	Conduct sustainability-focused supplier audits.	Percentage or number of targeted suppliers covered by a sustainability on-site audit	100
KPI 28	ESG Supplier Contracts	Integrate ESG requirements into supplier contracts.	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	100
KPI 29	Fraud Prevention	Detect and prevent suspicious financial transactions.	Number of transactions flagged for suspicious links	0
KPI 30	Digital Payments	Encourage transparent non-cash financial transactions.	Percentage of total transactions conducted via non-cash modes	45
KPI 31	Wage Parity	Ensure fair wage parity across similar job roles.	Percentage of wage parity across similar roles	95
KPI 32	Wage Verification	Verify timely and complete wage disbursement.	Percentage of verified timely and full wage disbursements	45
KPI 33	Employee Training	Promote continuous employee learning and skill development.	Average hours of training per employee	22
KPI 34	Internal Mobility	Encourage career progression through internal mobility opportunities.	Percentage of roles filled through internal mobility	7



Appendix -1

Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	Topic	Policy Commitment	KPI	Measure
KPI 35	Career Development	Strengthen career management and employee training systems.	Career management and training	100
KPI 36	Employee Promotion	Support employee growth through promotions and reassignments.	Percentage of employees promoted or reassigned	7
KPI 37	Water Management	Reduce water consumption through conservation measures.	Water	2331.27
KPI 38	Water Recycling	Promote recycling and reuse of water resources.	Total amount of water recycled and reused	4106.25
KPI 39	Rainwater Harvesting	Install systems for rainwater harvesting and recharge.	Number of harvesting systems installed	2
KPI 40	Water Consumption	Monitor and reduce total water usage.	Total water consumption	16425
KPI 41	Environmental Advocacy	Support environmental awareness and advocacy programs.	Environmental services and advocacy	4
KPI 42	Community Environmental Protection	Reduce environmental complaints from vulnerable communities.	Percentage reduction of environmental complaints from vulnerable groups	20
KPI 43	Anti-Discrimination	Maintain a workplace free from discrimination and harassment.	Discrimination and Harassment	0
KPI 44	Workforce Diversity	Promote inclusion of minority and vulnerable groups.	Percentage of employees from a minority or vulnerable group in the whole organization	6
KPI 45	Employee Support Programs	Establish support groups for employee wellbeing and inclusion.	Number of support groups active	1
KPI 46	Women Leadership Representation	Increase women participation at top management levels.	Percentage of women at top management level	2
KPI 47	Minority Leadership Representation	Promote minority representation in leadership positions.	Percentage of employees from a minority or vulnerable group at top management level	1
KPI 48	Women Employment	Improve women participation across the organization.	Percentage of women employed in the whole organization	2
KPI 49	Harassment Incident Management	Investigate and address discrimination and harassment cases promptly.	Number of identified discrimination or harassment incidents or corrective actions	0
KPI 50	Women Board Representation	Increase women participation on the company board.	Percentage of women within the organization's board	2
KPI 51	Fairness Assessment	Apply fairness indicators across departments.	Percentage of departments applying fairness indicators	85
KPI 52	Cultural Inclusion	Ensure remedies and grievance systems are culturally appropriate.	Percentage of remedies reviewed for cultural relevance	65
KPI 53	Non-Retaliation Assurance	Prevent retaliation following grievance resolution.	Number of retaliation cases post-remedy	0
KPI 54	Whistleblower Awareness	Encourage reporting through grievance mechanisms.	Percentage of increase in report submissions	35
KPI 55	Stakeholder Outreach	Improve ESG communication with stakeholders.	Percentage of stakeholders informed through outreach	88
KPI 56	ESG Procurement Terms	Include ESG terms in supplier agreements.	Percentage of supplier contracts with ESG terms	86
KPI 57	Governance Reviews	Conduct periodic governance reviews.	Number of reviews conducted	1
KPI 58	Fraud Monitoring	Monitor procurement processes for fraud risks.	Percentage of procurement processes monitored for fraud	79
KPI 59	Supplier Fraud Risk Assessment	Assess suppliers for fraud-related risks.	Percentage of suppliers subjected to fraud risk assessment	89
KPI 60	Accessible Grievance Systems	Provide multilingual grievance support systems.	Percentage of grievance systems with multilingual support	63
KPI 61	Impact Assessments	Conduct ESG impact assessments regularly.	Number of impact assessments conducted	1
KPI 62	Air Pollution Control	Reduce emissions and improve air quality management.	Air pollution	32
KPI 63	Air Quality Monitoring	Conduct ambient air quality testing periodically.	Number of ambient air quality tests conducted	4
KPI 64	Emissions Reduction	Reduce release of air pollutants from operations.	Total weight of air pollutants	1.42
KPI 65	Odor Management	Implement odor mitigation measures at facilities.	Percentage of odor mitigation systems implemented	87
KPI 66	Decent Working Conditions	Ensure safe and fair working conditions for employees.	Working conditions	100
KPI 67	Legal Working Hours Compliance	Ensure employees work within legal hour limits.	Percentage of employees within legal working hour limits	95
KPI 68	Executive Pay Equity	Maintain fair compensation ratios across the organization.	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	0.6



Appendix -1

Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	Topic	Policy Commitment	KPI	Measure
KPI 69	Employee Feedback	Gather employee feedback through surveys.	Number of feedback surveys conducted	1
KPI 70	Wage Transparency	Publish wage brackets for applicable roles.	Percentage of roles with published wage brackets	52
KPI 71	Wage Policy Review	Conduct annual wage policy reviews.	Number of annual wage policy reviews	1
KPI 72	Anti-Corruption Compliance	Prevent corruption across business operations.	Number of confirmed corruption incidents	0
KPI 73	Bribery Investigation	Investigate all reported bribery cases.	Percentage of reported bribery cases investigated	53
KPI 74	Facilitation Payment Prevention	Prohibit facilitation payments in business dealings.	Number of facilitation payments reported	0
KPI 75	Business Ethics Training	Train employees on ethical business conduct.	Percentage of employees trained on business ethics	100
KPI 76	Whistleblower Protection	Encourage confidential reporting of unethical practices.	Number of reports related to whistleblower procedure	0
KPI 77	Critical Supplier Assessment	Assess critical suppliers for ESG compliance.	Percentage of critical suppliers assessed	74
KPI 78	ESG Training Sessions	Conduct regular ESG awareness sessions.	Number of training sessions conducted	2
KPI 79	Social Dialogue	Promote constructive social dialogue with workers.	Social dialogue	11
KPI 80	Learning Agreements	Negotiate employee learning and development agreements.	Number of learning agreements negotiated	1
KPI 81	Collective Bargaining Coverage	Support workforce participation in collective agreements.	Percentage of workforce covered by collective agreements	56
KPI 82	Scope 1 Emissions	Monitor direct greenhouse gas emissions from operations.	Total gross Scope 1 GHG emissions	8433
KPI 83	Scope 2 Emissions	Monitor indirect greenhouse gas emissions from purchased electricity.	Total gross Scope 2 GHG emissions	2102
KPI 84	Scope 3 Emissions	Track value chain greenhouse gas emissions.	Total gross Scope 3 GHG emissions	91722.47
KPI 85	Upstream Emissions	Monitor upstream supply chain emissions.	Total gross Scope 3 Upstream GHG emissions	6.47
KPI 86	Downstream Emissions	Monitor downstream transportation and product-related emissions.	Total gross Scope 3 Downstream GHG emissions	91716
KPI 87	Climate Projects	Initiate climate and sustainability improvement projects.	Number of projects initiated	1
KPI 88	Fuel Emission Reduction	Reduce emissions from transportation fuel consumption.	Percentage of reduction in transportation fuel emissions	2
KPI 89	Customer Health and Safety	Ensure product and customer safety standards are maintained.	Customer health and safety	0
KPI 90	Product Label Compliance	Ensure product labels comply with regulatory standards.	Percentage of compliant product labels	64
KPI 91	Product Recall Preparedness	Conduct mock product recall drills regularly.	Number of mock recall drills conducted	1
KPI 92	Forced Labor Prevention	Prohibit child labor, forced labor, and human trafficking.	Child labor, forced labor, and human trafficking	0
KPI 93	Voluntary Employment	Ensure workforce engagement under voluntary contracts.	Percentage of workforce under voluntary contracts	100
KPI 94	Human Rights Risk Assessment	Conduct labor and human rights risk assessments.	Number of risk assessments conducted	1
KPI 95	Accessibility Inclusion	Improve accessibility features across facilities.	Percentage of facilities with accessibility features	85
KPI 96	Workplace Equality	Prevent pandemic-related bias and discrimination.	Number of pandemic-related bias cases	1
KPI 97	Energy and GHG Management	Monitor energy use and greenhouse gas emissions.	Energy consumption and GHGs	2363040
KPI 98	Energy Audits	Conduct periodic energy and ESG audits.	Number of audits completed	1
KPI 99	Renewable Energy Promotion	Increase renewable energy consumption.	Total renewable energy consumption	0
KPI 100	Energy Efficiency Improvement	Upgrade equipment for improved efficiency.	Percentage of equipment upgraded	13
KPI 101	Energy Consumption Monitoring	Monitor total organizational energy use.	Total energy consumption	2363040
KPI 102	Compliance Audits	Conduct operational and ESG audits regularly.	Number of audits completed	1



Appendix -1

Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	Topic	Policy Commitment	KPI	Measure
KPI 103	Data Retention Compliance	Ensure data is mapped under retention policies.	Percentage of data mapped under retention policy	87
KPI 104	Workplace Safety	Prevent work-related accidents and injuries.	Number of work-related accidents	0
KPI 105	Employee Health and Safety	Protect employee health and safety through preventive measures.	Employee health and safety	0
KPI 106	Emergency Preparedness	Conduct regular fire and emergency drills.	Number of fire drills conducted	4
KPI 107	Injury Prevention	Minimize work-related injuries, fatalities, and ill health.	Number of days lost to work-related injuries, fatalities and ill health	0
KPI 108	Employee Wellbeing	Encourage participation in employee wellbeing programs.	Percentage of employees participating in wellbeing programs	64
KPI 109	Biodiversity Protection	Support biodiversity conservation initiatives.	Biodiversity	25
KPI 110	Biodiversity Reporting	Improve biodiversity data collection and reporting.	Percentage of completeness in biodiversity reporting	52
KPI 111	Environmental Impact Assessment	Conduct cumulative environmental impact assessments.	Number of cumulative impact assessments	1
KPI 112	Anti-Harassment Training	Extend anti-harassment training to temporary workers.	Percentage of temp workers covered under anti-harassment training	73
KPI 113	Digital Workplace Safety	Prevent and address digital harassment incidents.	Number of digital harassment incidents reported	2
KPI 114	Materials and Waste Management	Manage materials, chemicals, and waste responsibly.	Materials, chemicals, and waste	12865.59
KPI 115	Sustainable Materials	Increase use of eco-certified materials.	Percentage of materials with eco-certification	34
KPI 116	Logistics Safety	Reduce logistics and transportation incidents.	Number of logistics incidents	2
KPI 117	Non-Renewable Electricity	Monitor non-renewable electricity consumption.	Electricity Consumption (Non-renewable)	2363.04
KPI 118	Renewable Electricity	Promote renewable electricity usage.	Electricity Consumption (Renewable)	428.76
KPI 119	Non-Renewable Fuel Use	Monitor non-renewable fuel consumption.	Fuel Consumption (Non-Renewable)	503.64
KPI 120	Renewable Fuel Use	Promote renewable fuel consumption.	Fuel Consumption (Renewable)	286.38
KPI 121	Steam Consumption	Monitor non-renewable steam consumption.	Steam (Non-renewable)	1064.31
KPI 122	Renewable Steam Usage	Increase renewable steam usage.	Steam (Renewable)	389.26
KPI 123	NOx Emission Control	Reduce NOx emissions from operations.	Air Pollution NOx Emissions	15.88
KPI 124	SOx Emission Control	Reduce SOx emissions from operations.	Air Pollution SOx Emissions	14.37
KPI 125	Particulate Emission Control	Reduce particulate matter emissions from operations.	Air Pollution PM Emissions	15.37
KPI 126	Water Resource Management	Monitor industrial and tap water usage.	Tap Water, Industrial Water Consumption	1487
KPI 127	Surface Water Protection	Minimize dependence on surface water sources.	Surface Water Consumption	0
KPI 128	Groundwater Conservation	Reduce groundwater extraction through conservation measures.	Ground Water Consumption	10765
KPI 129	Seawater Usage Management	Monitor seawater usage in operations.	Seawater	0
KPI 130	Wastewater Management	Treat and manage wastewater discharge responsibly.	Waste Water Discharge	1596.27
KPI 131	Water Quality Compliance	Maintain discharge water quality within standards.	Biological Oxygen Demand (BOD) of Discharge Waste Water	27.93
KPI 132	Effluent Quality Management	Control chemical pollutants in discharged wastewater.	Chemical Oxygen Demand (COD) of Discharge Waste Water	198.73
KPI 133	Waste Incineration Management	Manage waste incineration responsibly.	Waste Incineration	14.36
KPI 134	Landfill Waste Reduction	Reduce waste sent to landfill.	Waste Disposal Landfill	39.81
KPI 135	Waste Recycling Promotion	Improve recycling rates across operations.	Waste Recycling	84.67
KPI 136	Hazardous Waste Incineration	Ensure compliant incineration of hazardous waste.	Hazardous Waste Incineration	15.38



Appendix -1

Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	Topic	Policy Commitment	KPI	Measure
KPI 137	Hazardous Landfill Management	Minimize hazardous waste disposal to landfill.	Hazardous Waste Disposal Landfill	14.35
KPI 138	Hazardous Waste Recycling	Increase recycling of hazardous waste streams.	Hazardous Waste Recycling	243.68
KPI 139	Circular Economy Practices	Promote reuse and recycling initiatives.	Waste Recycled/Reused	1498.52
KPI 140	Occupational Safety Performance	Maintain zero lost time injury frequency rate.	Lost Time Injury Frequency Rate (LTIFR)	0
KPI 141	Fatality Prevention	Prevent workplace fatalities through safety systems.	Fatalities	0
KPI 142	Climate and Energy Management	Improve energy efficiency and reduce GHG emissions.	Energy Use and GHG Emissions	2363040
KPI 143	Water Discharge Management	Reduce and monitor water discharge impacts.	Water Discharge	7894.52
KPI 144	Circular Economy Performance	Promote circular economy and sustainable waste practices.	Circular Economy and Waste	78.56
KPI 145	Chemical Safety	Ensure safe management of chemical substances.	Chemical Substances	0
KPI 146	Energy Efficiency Investments	Invest in projects reducing GHG emissions and improving efficiency.	Investments to reduce GHG Emissions and Improve Energy Efficiency	2421868.36
KPI 147	Minimum Wage Compliance	Ensure employees are paid at least legal minimum wages.	Percentage of Employees are paid at least the legal minimum wage for the regions	8168.74
KPI 148	Working Hours Monitoring	Monitor employee working hours for legal compliance.	Average working hours per employee per week	73.18
KPI 149	Labor Union Participation	Support employee participation in labor unions.	Percentage of labor union members out of all eligible employees	406.28
KPI 150	Employee Health Monitoring	Conduct employee health examinations regularly.	Percentage of Employee health examination rate	3185000.42
KPI 151	Safety Training Completion	Ensure completion of workplace safety training programs.	Percentage of Average safety training completion rate	98.26
KPI 152	Sustainable Procurement	Monitor ESG impacts from purchased goods and services.	Purchased goods and services	51.86
KPI 153	Waste Generation Reduction	Reduce waste generated during operations.	Waste generated in operations	46.84
KPI 154	Sustainable Business Travel	Reduce emissions from business travel activities.	Business travel	89.18
KPI 155	Employee Commute Emissions	Reduce emissions from employee commuting.	Employee commuting	86.42
KPI 156	Sustainable Logistics	Reduce emissions from downstream transportation and distribution.	Downstream transportation and distribution	11986.42
KPI 157	Capital Goods Emission Reduction	Improve GHG reduction impact through capital goods investments.	Capital Goods GHG Reduction Impact	3498.76
KPI 158	Product Processing Emissions	Monitor emissions from processing sold products.	Processing Emissions from Sold Products	254.78
KPI 159	Product Use Phase Emissions	Reduce emissions during product use phase.	Use Phase Emissions of Sold Products	5628.75
KPI 160	Product End-of-Life Emissions	Reduce end-of-life emissions from sold products.	End-of-Life Emissions from Sold Products	21386.45
KPI 161	Franchise Emission Management	Monitor emissions from franchise operations.	Franchise Operational Emissions	3712.54
KPI 162	Incident Reporting Improvement	Strengthen incident reporting and investigation processes.	Improve reporting and investigation of incidents	2597.36
KPI 163	Workplace Equality	Eliminate discrimination incidents in the workplace.	Eliminate discrimination incidents	1768.54
KPI 164	Fraud Reporting	Encourage reporting and monitoring of fraud incidents.	Number of fraud incidents reported	1198.42
KPI 165	Health and Safety Training	Train employees on workplace health and safety practices.	Percentage Employees Trained on Health & Safety	0
KPI 166	Human Rights Training	Train employees and stakeholders on human rights principles.	Percentage Employees Trained on Human Rights (Internal & External Stakeholders)	0
				0
				0
				72
				74



Appendix -2

GRI Content Index

GRI No.	Topics	Page No.
GRI 2	GENERAL DISCLOSURES	
GRI 2-1	Organizational Details	16
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	18
GRI 2-29	Approach to stakeholder engagement	20
GRI 202	MARKET PRESENCE	23
GRI 202-1	Equitable Wage Practices	24
GRI 202-2	Proportion of senior management hired from the local community	25
GRI 205	ANTI-CORRUPTION	26
GRI 205-2	Communication and training about anti-corruption policies and procedures	27
GRI 205-3	Anti-Corruption Measures	29
GRI 3	MATERIAL TOPICS	
GRI 3-1	Materiality Assessment	21
	List of Materials	22
GRI 301-1	MATERIALS USED BY WEIGHT OR VOLUME	32
GRI 302	ENERGY	33
GRI 302-1	Energy consumption within the organization	34
GRI 302-2	Energy consumption outside of the organization	35

GRI No.	Topics	Page No.
GRI 302-5	Product use	36
GRI 303	WATER AND EFFLUENTS	36
GRI 303-3	Water Discharge	38
GRI 303-5	Water consumption	39
GRI 304-1	SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY	40
GRI 305-1	Direct Carbon Footprint	41
GRI 305-2	Energy Indirect GHG Emissions	41
GRI 305-3	Other indirect (Scope 3) GHG emissions	42
GRI 305-5	Reduction Of GHG Emissions	43
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	44
GRI 306-2	MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS	45
GRI 306-3	Waste generated	46
GRI 306-4	Operations development programs	47
GRI 308-1	SUPPLIER ENVIRONMENTAL ASSESSMENT	48
GRI 401	EMPLOYMENT	52
GRI 401-2	Working Hours Compliance and Employee Well-being	53
GRI 401-3	Employee benefits & promotion fairness	54



GRI 402-1	MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES	54
GRI 403-1	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	55
GRI 403-5	Occupational Health and Safety	56
GRI 403-9	Work-related injuries	57
GRI 403-9	Employee Injury Statistics	59
GRI 404	EMPLOYEE TRAINING CAREER DEVELOPMENT	60
GRI 404-2	Programs for upgrading employee skills	61
GRI 405-1	DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	64
GRI 405-2	Ratio of basic salary and remuneration of women to men	66
GRI 406-1	INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	67
GRI 408	TRAINING ON HUMAN RIGHTS AND LABOR PRACTICES	69
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	70
GRI 409	FORCED OR COMPULSORY LABOR	71
GRI 412	EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES	72
GRI 414-1	NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	73
GRI 414-2	Negative Social Impacts In The Supply Chain And Actions Taken	75
GRI 416-1	Health and safety impacts of product and service categories	78
GRI 418	CUSTOMER PRIVACY	79
GRI 418-1	customer privacy and losses of customer data	80

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 & High 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 & High Assurance

Date of Assurance : 28th May, 2025

Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)

Certificate No : AA1000 (ACSAP) C.N: A09122401

Signature : 

