

2025 SUSTAINABILITY REPORT



Violin Technologies

Private Limited (Group)

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Violin Technologies Private Limited (Group)

Locations Covered

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Violin Technologies Private Limited

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MESSAGE FROM LEADERSHIP

At Violin Technologies Private Limited, sustainability is integral to our business strategy and operations. We believe long-term success depends on balancing environmental responsibility, social well-being, strong governance, and financial performance.

Our ESG commitment guides us to reduce environmental impacts, promote safe and inclusive workplaces, and uphold ethical and transparent governance across our value chain. Key focus areas include energy efficiency, responsible resource use, waste management, and monitoring of greenhouse gas (GHG) emissions, alongside strengthening health, safety, and employee welfare practices.

Sustainability is a continuous journey. Through structured ESG governance and stakeholder engagement, this Sustainability Report outlines our current approach and commitment to continuous improvement. We thank our employees, customers, and partners for their continued support in building a responsible and resilient organization.

— **MANAGEMENT**

**VIOLIN TECHNOLOGIES PRIVATE
LIMITED**

ABOUT COMPANY



Violin Technologies Private Limited is a precision manufacturing and engineering solutions provider headquartered in Chennai, Tamil Nadu, India. The company specializes in sheet metal components, precision machined parts, fabricated assemblies, and integrated engineering solutions for domestic and international customers across multiple industrial sectors. Its operations emphasize quality, regulatory compliance, sustainability, and continuous improvement. The company offers end-to-end manufacturing and engineering services, including precision sheet metal fabrication, machining and fabricated assemblies, and manufacturing support for technology-driven and industrial applications. Violin Technologies focuses on process efficiency, quality assurance, and responsible manufacturing practices.

Violin Technologies operates from its manufacturing facility in Tamil Nadu, India, serving both domestic and international markets. The organization is supported by structured functional departments such as Manufacturing, Procurement, Quality, EHS, Human Resources, Finance, and Sales, ensuring effective operational control and ESG integration.

Violin Technologies has initiated structured ESG integration aligned with Eco Vadis requirements and applicable international standards. Sustainability priorities include responsible environmental management, employee health and safety, ethical business conduct, and sustainable procurement, forming the foundation for continuous ESG improvement.



3 ABOUT THIS SUSTAINABILITY REPORT



3.1 REPORTING OBJECTIVE GRI 1

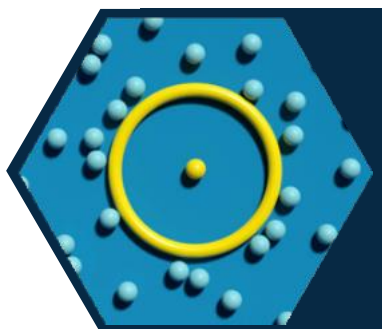
This Sustainability Report has been prepared to present Violin Technologies Private Limited's approach, commitments, and progress related to Environmental, Social, and Governance (ESG) aspects. The report aims to provide transparent and structured information to stakeholders on how ESG principles are integrated into the company's operations, governance, and decision-making processes.



3.2 REPORTING PERIOD GRI 2

This Sustainability Report covers ESG-related information for the reporting year 2025, based on available data, internal assessments, and documented management systems during the reporting period.

Where relevant, qualitative disclosures are supported by policies, procedures, and performance indicators developed as part of Violin Technologies' ESG implementation journey.



3.3 REPORTING SCOPE & BOUNDARY GRI 2-2

The scope of this report includes Violin Technologies Private Limited's operations in India, covering activities related to manufacturing, support functions, and corporate governance.

The ESG boundary for this report includes:

- Environmental aspects such as energy consumption and greenhouse gas (GHG) emissions
- Social aspects including employee health & safety, labor practices, and workforce welfare
- Governance aspects related to ethics, compliance, and supplier management

Statement of Use(GRI 1-5)

This report is prepared in accordance with GRI standards (2021).





4 SUSTAINABILITY & ESG GRI 2-1

4.1 Sustainability Commitment GRI 2-23

Violin Technologies Private Limited is committed to integrating Environmental, Social, and Governance (ESG) principles into its business strategy, operations, and decision-making processes. Sustainability at Violin Technologies extends beyond regulatory compliance and focuses on long-term value creation, ethical conduct, and responsible manufacturing practices.

The company recognizes that effective ESG management supports:

- Operational efficiency and risk mitigation
- Compliance with evolving legal and customer requirements
- Strengthened stakeholder trust and business resilience
- ESG principles are embedded across environmental stewardship, employee well-being, ethical governance, and responsible supply chain practices.

4.2 ESG Governance Structure GRI 2-12

Violin Technologies has established a structured ESG governance framework to ensure clear accountability and effective implementation of sustainability initiatives. A dedicated ESG / Sustainability Committee provides oversight and coordinates ESG activities across the organization, ensuring integration into business operations and decision-making.

Key ESG Governance Elements:

- ESG / Sustainability Committee overseeing strategy, performance, and reporting
- Defined ESG roles across EHS, HR, Procurement, Operations, and Finance functions
- Monitoring of ESG risks, opportunities, and performance indicators
- Periodic review of ESG objectives, targets, and action plans
- Integration of ESG responsibilities across all organizational levels

4.3 ESG Policy Framework GRI 2-23

Violin Technologies has developed a comprehensive ESG policy framework to formalize its sustainability commitments and guide implementation across operations and the supply chain.

The ESG policy framework covers:

Environmental Policies

- Environmental & Climate Policy
- Climate & Energy Policy

Social Policies

- Child Labour & Forced Labour Policy
- Human Rights & Labour Rights Policy
- Health & Safety Policy
- Fair Remuneration Policy
- Diversity, Equity & Inclusion (DEI) Policy
- Corporate Social Responsibility (CSR) Policy
- Non-Discrimination & Equal Opportunity Policy

Governance Policies

- Code of Conduct
- Anti-Bribery & Anti-Corruption Policy
- Whistleblower Policy
- Supplier Code of Conduct
- Supplier Selection & Evaluation Policy

These policies provide a structured approach to ensure ethical conduct, regulatory compliance, and continuous ESG performance improvement.

4.4 ESG Objectives & Targets GRI 3-3

Violin Technologies has defined measurable ESG objectives aligned with its sustainability priorities and stakeholder expectations.

Key objectives include:

Environmental

- Scope 1 emissions: 85.17 tCO₂e, contributing 6.4% of total emissions
- Scope 2 emissions: 1143.1 tCO₂e, contributing 85.3% of total emissions
- Scope 3 emissions: 111.04 tCO₂e, contributing 8.3% of total emissions
- Improvement in energy efficiency
- Strengthening waste and resource management practices

Social

- Strengthening employee health & safety performance
- Enhancing ESG awareness and training coverage
- Promoting diversity, equity, and inclusive workplace practices

Governance

- Strengthening ethical business conduct and compliance
- Enhancing supplier ESG compliance and monitoring
- Improving ESG oversight and reporting mechanisms

Progress against these objectives is periodically reviewed by management and forms the basis for continuous improvement actions.



5 STAKEHOLDER ENGAGEMENT & MATERIALITY GRI 2-29

5.1 Identification of Key Stakeholders GRI 2-29

Violin Technologies Private Limited recognizes that effective sustainability management requires active engagement with stakeholders who are impacted by, or can influence, the company’s operations and performance. Based on internal assessments and ESG implementation activities, the key stakeholder groups identified include:

-  Employees
-  Customers
-  Suppliers & Business Partners
-  Management & Leadership
-  Regulators & Government Authorities
-  Local Communities

5.2 Stakeholder Engagement Approach GRI 2-29

Violin Technologies engages with stakeholders through structured and ongoing mechanisms to understand expectations, identify ESG risks, and improve performance.

Key engagement methods include:

- Employee interactions through training programs, meetings, and feedback mechanisms
- Customer sustainability questionnaires, audits, and ESG scorecards (including EcoVadis-related requirements)
- Supplier engagement through codes of conduct, evaluations, and compliance reviews
-
- Management reviews and cross-functional ESG discussions
- Regulatory interactions for statutory compliance and reporting Employees
-



5.3 Materiality Assessment Methodology GRI 3-1

Violin Technologies conducted a materiality assessment to identify and prioritize ESG topics that are most relevant to the business and its stakeholders. The assessment was carried out using a structured methodology aligned with recognized ESG best practices.

The key steps in the materiality assessment process included:

- Identification of a long list of ESG topics across Environmental, Social, and Governance dimensions
- Review of customer sustainability requirements and ESG expectations
- Internal discussions with functional departments (EHS, HR, Procurement, Operations)
- Evaluation of ESG topics based on business impact and stakeholder importance
- Prioritization of material topics for focused management and reporting

This process ensures that ESG efforts and disclosures focus on topics that have the greatest relevance and impact.

5.4 Material ESG Topics GRI 3-2

Based on the materiality assessment, Violin Technologies identified key ESG topics that are considered material for its operations and stakeholders

Material Environmental Topics	Material Social Topics	Material Governance Topics
• Energy Management • Greenhouse gas (GHG) emissions • Waste Management • Water & Effluents • Sustainable Sourcing • Product Life Cycle Assessment	• Employee Health & Safety (EHS) • Workforce welfare • Training & Skill development • Diversity & Inclusion • Community Engagement • Customer Health & Safety • Diversity, equity, and inclusion	• Business Ethics & Anti-Corruption • Board and Leadership Accountability • Transparency & Reporting • Regulatory Compliance • Data Privacy and Cybersecurity • Supply Chain Management



MATERIALITY MATRIX GRI 3-2



VERY HIGH PRIORITY TOPICS

[E1 Energy Management](#)
[E2 GHG Emissions](#)
[S1 Employee Health & Safety \(EHS\)](#)
[S3 Training & Skill Development](#)
[S6 Customer Health & Safety](#)
[G1 Business Ethics & Anti-Corruption](#)
[G3 Transparency & Reporting](#)
[G4 Regulatory Compliance](#)

HIGH PRIORITY TOPICS

[E3 Waste Management](#)
[E4 Water & Effluents](#)
[S2 Workforce Welfare](#)
[S4 Diversity & Inclusion](#)
[G2 Board & Leadership Accountability](#)

MEDIUM PRIORITY TOPICS

[E5 Sustainable Sourcing](#)
[E6 Product Life Cycle Assessment](#)
[S5 Community Engagement](#)
[G5 Data Privacy & Cybersecurity](#)
[G6 Supply Chain Management](#)

6 ENVIRONMENTAL PERFORMANCE GRI 302 / 305 / 306 / 307

6.1 Environmental Policy & Commitment GRI 307-1

Violin Technologies Private Limited is committed to minimizing its environmental footprint through responsible resource utilization, pollution prevention, and compliance with applicable environmental regulations. Environmental management is integrated into operational planning and day-to-day activities to support sustainable manufacturing practices.

The company's environmental commitment focuses on:

- Reducing environmental impacts from operations
- Improving energy efficiency and resource conservation
- Monitoring and reducing greenhouse gas (GHG) emissions
- Ensuring compliance with environmental laws and customer requirements

These commitments are formalized through the company's Environmental & Climate Policy and supported by internal procedures and monitoring mechanisms.

6.2 Energy Management GRI 302-1

Energy consumption is recognized as a key environmental aspect at Violin Technologies. The company primarily consumes energy in the form of purchased electricity for manufacturing operations and supporting infrastructure.

Key energy management practices include:

- Monitoring of electricity consumption
- Identification of energy efficiency improvement opportunities
- Employee awareness on energy conservation practices
- Periodic review of energy performance as part of ESG monitoring

Energy efficiency initiatives are aligned with the company's broader sustainability objectives and continuous improvement approach.

6.3 GREENHOUSE GAS (GHG) EMISSIONS GRI 305-1, 305-2, 305-3

Violin Technologies has initiated the calculation and monitoring of greenhouse gas (GHG) emissions in line with the GHG Protocol, covering Scope 1 and Scope 2 emissions.

- Total GHG emissions: 141.2 tCO₂e
- Scope 1 emissions: 21.3 tCO₂e, contributing 15.1% of total emissions
- Scope 2 emissions: 118.6 tCO₂e, contributing 84.0% of total emissions
- Scope 3 emissions: 1.3 tCO₂e, contributing 0.9% of total emissions

GHG emissions are calculated using activity data such as electricity consumption and applicable emission factors. This baseline enables the company to identify emission hotspots, set reduction targets, and track progress over time.

The organization plans to progressively enhance its GHG management by:

- Improving data accuracy and monitoring frequency
- Evaluating emission reduction opportunities
- Strengthening alignment with customer and EcoVadis expectations



6.4 WASTE MANAGEMENT GRI 306-3 & RESOURCE EFFICIENCY GRI 301-2



Violin Technologies manages waste generated from its operations through segregation, safe handling, and authorized disposal practices. Waste streams include general, recyclable, and regulated waste categories, managed in accordance with applicable environmental regulations.

Key focus areas include:

- Waste segregation at source
- Reduction of waste sent to landfill
- Promotion of recycling and responsible disposal
- Continuous improvement towards circular economy practices

The company recognizes waste management as a material environmental topic and is working towards strengthening formal processes and documentation.

6.5 ENVIRONMENTAL COMPLIANCE GRI 307-1

Violin Technologies is committed to complying with all applicable environmental laws, rules, and regulations relevant to its operations. Compliance obligations are monitored through internal reviews and coordination with regulatory authorities.

Environmental compliance includes:

- Adherence to statutory environmental requirements
- Monitoring of environmental permits and approvals
- Periodic internal checks to identify compliance gaps
- Corrective actions to address identified issues

Compliance management supports risk mitigation and responsible business operations.



GHG EMISSION REPORTING FREQUENCY:

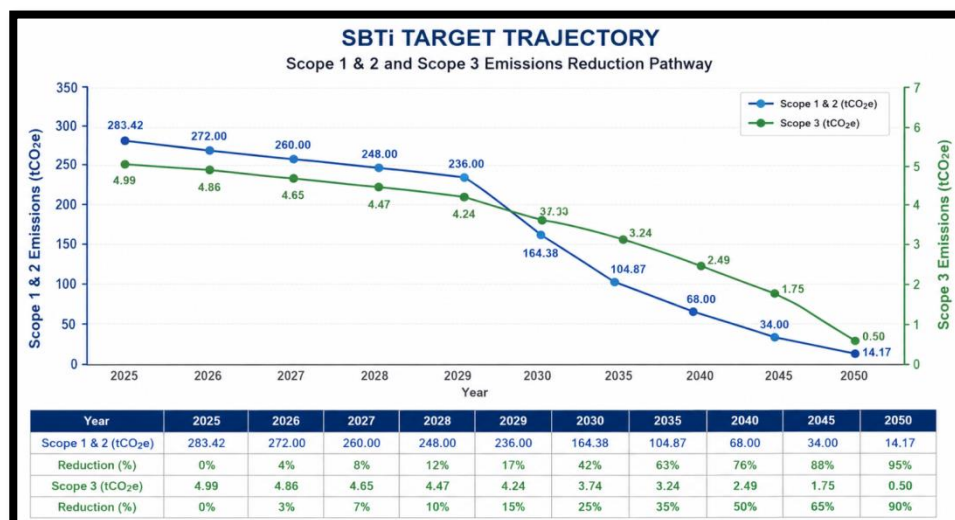
ANNUALLY

EMISSIONS	CURRENT YEAR JANUARY 2025 – DECEMBER 2025
Scope 1	57.59
Scope 2	225.83
Scope 3	4.99
Scope 3 Upstream	1.5
Scope 3 Downstream	3.49
Total GHG Emission	288.41

For the reporting period from January 2025 to December 2025, the total greenhouse gas (GHG) emissions recorded were 288.41 MT CO₂e. This includes 57.59 MT CO₂e under Scope 1 (direct emissions), 225.83 MT CO₂e under Scope 2 (indirect energy emissions), and 4.99 MT CO₂e under Scope 3 emissions. Scope 3 is further divided into 1.50 MT CO₂e upstream and 3.49 MT CO₂e downstream. Emissions are monitored annually to support ESG goals and improve sustainability performance.

6.7 SBTi TARGET TRAJECTORY

Year	Scope 1 & 2 (tCO ₂ e)	Reduction (%)	Scope 3 (tCO ₂ e)	Reduction (%)	Total Emissions (tCO ₂ e)	Total Reduction (%)
2025	283.42	0	4.99	0	288.41	0.00%
2026	272.00	4	4.86	3	276.86	4.00%
2027	260.00	8	4.65	7	264.65	8.24%
2028	248.00	12	4.47	10	252.47	12.46%
2029	236.00	17	4.24	15	240.24	16.70%
2030	164.38	42	3.74	25	168.12	41.71%
2035	104.87	63	3.24	35	108.11	62.52%
2040	68.00	76	2.49	50	70.49	75.56%
2045	34.00	88	1.75	65	35.75	87.60%
2050	14.17	95	0.50	90	14.67	94.91%





7. SOCIAL PERFORMANCE

7.1 WORKFORCE & EMPLOYMENT PRACTICES GRI 401-1

Violin Technologies Private Limited is committed to maintaining fair, transparent, and responsible employment practices. The company provides equal employment opportunities and promotes a respectful and inclusive workplace free from discrimination.

Key workforce practices include:

- Fair recruitment and employment practices
- Compliance with applicable labour laws and regulations
- Equal opportunity and non-discrimination
- Fair remuneration and working conditions

These practices are formalized through documented HR and labour policies.

7.2 OCCUPATIONAL HEALTH & SAFETY (OHS) GRI 403-1

The health and safety of employees is a key priority at Violin Technologies. The company has implemented occupational health and safety practices to identify hazards, reduce risks, and promote a safe working environment.

Key OHS elements include:

- Hazard identification and risk assessment (HIRA)
- Safety procedures and work instructions
- Provision of personal protective equipment (PPE)
- Safety training and awareness programs
- Incident reporting and corrective action mechanisms

7.3 TRAINING, AWARENESS & CAPACITY BUILDING GRI 404-1

Violin Technologies recognizes employee training as a critical enabler for operational excellence and ESG performance. Training programs are conducted to enhance employee skills, safety awareness, and understanding of ESG principles.

Training areas include:

- Occupational health & safety
- Environmental awareness
- ESG policies and ethical conduct
- Job-specific technical skills

Training effectiveness is periodically reviewed to support continuous improvement.

7.4 HUMAN RIGHTS & ETHICAL LABOUR PRACTICES GRI 408-1

Violin Technologies is committed to respecting human rights across its operations and supply chain. The company strictly prohibits:

- Child labour
- Forced or bonded labour
- Harassment or abusive practices

The organization supports freedom of association, fair treatment, and dignity at work. These commitments are communicated through internal policies and supplier expectations.



7.5 DIVERSITY, EQUITY & INCLUSION (DEI) GRI 405-1

Violin Technologies Private Limited is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with dignity and respect. The company provides equal employment opportunities and does not tolerate discrimination based on gender, age, religion, caste, nationality, or background. Diversity and inclusion are recognized as key enablers of employee engagement, innovation, and organizational performance.

DEI initiatives at Violin Technologies focus on:

- Fair and transparent hiring, promotion, and remuneration practices
- Creating an inclusive workplace culture that values different perspectives and experiences
- Prevention of discrimination, harassment, and unfair treatment through clear policies and awareness
- Providing equal access to training, development, and growth opportunities

These practices support a safe, respectful, and productive work environment, enabling employees to contribute effectively and supporting the company's long-term sustainability objectives.

7.6 COMMUNITY ENGAGEMENT & SOCIAL RESPONSIBILITY GRI 413-1

Community Engagement & Social Responsibility

Violin Technologies Private Limited recognizes its responsibility towards the communities in which it operates and seeks to contribute positively to social development. Community engagement initiatives are planned and implemented in alignment with local needs, regulatory expectations, and the organization's capacity, ensuring meaningful and sustainable impact.

Key focus areas include:

- Encouraging employee participation in social and community development initiatives
- Supporting activities that contribute to community well-being and development
- Promoting environmental protection and social awareness through outreach and engagement

Through these initiatives, Violin Technologies aims to create positive social impact beyond its direct business operations while fostering responsible citizenship and long-term community relationships.

8 GOVERNANCE, ETHICS & COMPLIANCE

8.1 CORPORATE GOVERNANCE FRAMEWORK GRI 2-13

Violin Technologies Private Limited follows a structured corporate governance framework to ensure responsible decision-making, transparency, and accountability across the organization. Governance practices are designed to support ethical conduct, regulatory compliance, and long-term business sustainability.

The company's governance framework includes:

- Defined organizational roles and responsibilities
- Management oversight of ESG and compliance matters
- Periodic internal reviews and performance monitoring
- Integration of governance principles into business operations

This framework supports effective risk management and stakeholder confidence.

8.2 BUSINESS ETHICS & CODE OF CONDUCT GRI 2-23 / 2-24

Violin Technologies is committed to conducting business with integrity, fairness, and transparency. The company has established a Code of Conduct that defines expected ethical behavior for employees, management, and business partners.

Key ethical principles include:

- Honesty and integrity in business dealings
- Prevention of conflicts of interest
- Protection of confidential information
- Fair competition and responsible conduct

The Code of Conduct is communicated internally and forms the foundation for ethical decision-making.



8.3 ANTI-BRIBERY & ANTI-CORRUPTION PRACTICES GRI 205-2

Violin Technologies maintains a zero-tolerance approach towards bribery and corruption. The Anti-Bribery & Anti-Corruption Policy establishes controls to prevent unethical practices in all business interactions.

Key measures include:

- Prohibition of bribery, facilitation payments, and unethical inducements
- Employee awareness on anti-corruption requirements
- Monitoring of compliance with ethical standards
- Disciplinary actions for policy violations

These measures help safeguard the company's integrity and reputation.

8.4 WHISTLEBLOWER & GRIEVANCE MECHANISM GRI 2-26

Violin Technologies has implemented a Whistleblower Policy to enable employees and stakeholders to report unethical behavior, misconduct, or policy violations without fear of retaliation.

Key aspects include:

- Confidential reporting channels Protection
- for whistleblowers
- Fair and timely investigation of reported concerns Corrective
- actions based on investigation outcomes

This mechanism supports transparency and accountability within the organization.

8.5 REGULATORY COMPLIANCE GRI 206-1 & SUPPLY RESPONSIBLE CHAIN MANAGEMENT GRI 308-1 / 414-1

Violin Technologies is committed to complying with all applicable legal and regulatory requirements. Compliance obligations are identified, monitored, and periodically reviewed through internal audits, management reviews, and corrective actions to support responsible business conduct and risk mitigation.

This commitment is extended to the supply chain through a structured supplier governance framework. Suppliers are expected to comply with the Supplier Code of Conduct covering ethics, labor practices, environmental responsibility, and compliance.

Key practices include:

- Monitoring legal and regulatory compliance status
- Internal audits and corrective actions
- ESG-based supplier selection and evaluation
- Communication and monitoring of supplier ESG requirements
- Continuous improvement through supplier engagement



9.1 ESG PERFORMANCE SUMMARY GRI 2-6

Violin Technologies Private Limited has made structured progress in establishing its ESG foundation through the development of policies, governance mechanisms, and performance monitoring systems. The company has initiated key ESG activities aligned with customer expectations, regulatory requirements, and recognized sustainability frameworks.

Key ESG progress highlights include:

Environmental

- Establishment of environmental and climate-related policies
- Initiation of energy consumption monitoring and GHG emissions calculation
- Identification of environmental risks and improvement opportunities

Social

- Implementation of occupational health & safety policies and practices
- Formalization of labour, human rights, and fair employment policies
- Employee training and ESG awareness initiatives

Governance

- Development of a comprehensive ESG governance framework
- Implementation of Code of Conduct, anti-corruption, and whistleblower mechanisms
- Strengthening of supplier governance and responsible procurement practices

These actions reflect Violin Technologies' commitment to responsible business conduct and continuous ESG improvement.



9.2 ESG ROADMAP & CONTINUOUS IMPROVEMENT GRI 3-3

Violin Technologies has developed an ESG roadmap to strengthen ESG maturity over time and address identified improvement areas in a structured manner. The roadmap focuses on phased implementation, prioritization of material topics, and alignment with stakeholder expectations.

Key focus areas of the ESG roadmap include:

Environmental

- Strengthening GHG data management and reduction initiatives
- Enhancing energy efficiency measures
- Improving waste reduction and circular economy practices

Social

- Enhancing occupational health & safety performance metrics
- Expanding employee training and competency programs
- Strengthening employee engagement and well-being initiatives

Governance

- Enhancing ESG monitoring and internal review mechanisms
- Strengthening supplier ESG evaluation and compliance
- Improving ESG data quality and reporting maturity

The roadmap is reviewed periodically by management to ensure relevance, effectiveness, and alignment with business objectives

9.3 FUTURE COMMITMENTS

GRI 2-23

Violin Technologies is committed to continuously improving its ESG performance and transparency.

Future priorities include:

- Advancing ESG data management and disclosures
- Strengthening alignment with EcoVadis and customer sustainability requirements
- Enhancing environmental and social impact reduction initiatives
- Integrating ESG considerations into strategic decision-making

10 APPENDICES & REFERENCES

10.1 LIST OF POLICIES & DOCUMENTS GRI 2-23

The following policies, manuals, and internal documents support the disclosures made in this Sustainability Report:

Environmental Policies

- Environmental & Climate Policy
- Climate & Energy Policy

Social Policies

- Child Labour & Forced Labour Policy
- Human Rights & Labour Rights Policy
- Health & Safety Policy
- Fair Remuneration Policy
- Diversity, Equity & Inclusion (DEI) Policy
- Corporate Social Responsibility (CSR) Policy
- Non-Discrimination & Equal Opportunity Policy

Governance Policies

- Code of Conduct
- Anti-Bribery & Anti-Corruption Policy
- Whistleblower Policy
- Supplier Code of Conduct
- Supplier Selection & Evaluation Policy

10.2 REPORTING FRAMEWORKS & STANDARDS REFERENCED GRI 2-5

This Sustainability Report has been prepared with reference to the following frameworks and standards:

- Global Reporting Initiative (GRI) Standards
- EcoVadis Sustainability Assessment Framework
- United Nations Sustainable Development Goals (UN SDGs)
- GHG Protocol – Corporate Accounting & Reporting Standard
- ISO 14001: Environmental Management Systems
- ISO 45001: Occupational Health & Safety Management Systems



10.3 DATA SOURCES & METHODOLOGIES GRI 2-4

The ESG data and qualitative disclosures in this report are based on:

- Internal ESG Manual and policy documents
- Materiality Assessment outcomes
- Greenhouse Gas (GHG) calculation data
- Internal ESG gap assessment and roadmap
- Management reviews and departmental inputs

Where quantitative data is not available, qualitative descriptions are provided in line with current ESG maturity levels.

10.4 DISCLAIMER GRI 2-5

This Sustainability Report has been prepared for informational purposes to communicate Violin Technologies Private Limited's sustainability approach, policies, and initiatives. While reasonable care has been taken to ensure accuracy, the information presented is based on data available during the reporting period and may be subject to future updates.

This report does not constitute legal, financial, or investment advice.



Violin Technologies

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CONCLUSION & ACKNOWLEDGEMENT

At Violin Technologies Private Limited, sustainability is a continuous journey embedded within our business strategy and operational practices. This Sustainability Report reflects our current ESG approach, governance structure, and key focus areas aimed at responsible growth and long-term value creation.

We recognize that achieving sustainability requires collaboration and continuous improvement. Through structured ESG governance, stakeholder engagement, and ongoing performance reviews, we remain committed to strengthening our environmental, social, and governance performance year on year.

We sincerely thank our employees, customers, suppliers, and business partners for their trust, support, and collaboration. Together, we look forward to building a responsible, resilient, and sustainable organization that creates shared value for all stakeholders.

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

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
KPI 1	Human Trafficking Prevention	Human Rights Policy	Child labor, forced labor, and human trafficking	Count	0
KPI 2	Consumer Safety Management	Product Safety Policy	Customer health and safety	Count	0
KPI 3	Waste Sorting Program	Waste Management Policy	Improve correct waste segregation at source	Percentage	100
KPI 4	Responsible Security Practices and Human Rights Safeguards	Security Conduct Policy	Ensure responsible security conduct	Percentage	100
KPI 5	Buyer Sustainability Training	Sustainable Procurement Policy	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
KPI 6	Resource Recovery Volume	Waste Recovery Policy	Total weight of waste recovered	Kgs	55310.23
KPI 7	Supplier Code Coverage	Supplier Code of Conduct	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
KPI 8	Training Effectiveness Evaluation	Learning & Development Policy	Improve effectiveness and measurable outcomes of training programs	Percentage	100
KPI 9	Employee Education Program	Anti-Money Laundering Policy	Increase employee participation in AML awareness training programs	Percentage	100
KPI 10	Employee Water Awareness	Water Stewardship Policy	Improve employee participation in water stewardship programs	Percentage	100
KPI 11	Reported Whistleblower Cases	Whistleblower Policy	Number of reports related to whistleblower procedure	Count	0
KPI 12	Direct GHG Emissions	Climate Change Policy	Total gross Scope 1 GHG emissions	MTCO ₂ e	57.59
KPI 13	Purchased Energy Emissions	Climate Change Policy	Total gross Scope 2 GHG emissions (market or location based)	MTCO ₂ e	225.83
KPI 14	Indirect GHG Emissions	Climate Change Policy	Total gross Scope 3 GHG emissions	MTCO ₂ e	4.99
KPI 15	Product Use Emissions	Climate Change Policy	Total gross Scope 3 Downstream GHG emissions	MTCO ₂ e	1.5
KPI 16	Upstream Indirect Emissions	Climate Change Policy	Total gross Scope 3 Upstream GHG emissions	MTCO ₂ e	3.49
KPI 17	Employee Training Hours	Employee Training Policy	Average hours of training per employee	Hours	21
KPI 18	Total Wage Deficit	Living Wage Policy	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
KPI 19	Minority Leadership Share	Diversity & Inclusion Policy	Percentage of employees from a minority or vulnerable group at top management level	Percentage	1.06
KPI 20	External Rights Protection	Human Rights Policy	External stakeholder human rights	Count	0
KPI 21	Safe Product Usage	Product Responsibility Policy	Product use	Percentage	18
KPI 22	Supplier ESG Assessment	Supplier Sustainability Policy	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
KPI 23	Safety Information Program	Occupational Health & Safety Policy	Improve safety awareness and communication systems	Percentage	100
KPI 24	Environmental Education and Awareness Programs	Environmental Awareness Policy	Enhance environmental awareness and sustainability training coverage	Percentage	100

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

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
KPI 25	Workplace Accident Rate	Occupational Health & Safety Policy	Number of work-related accidents	Count	0
KPI 26	Wage Gender Gap	Equal Pay Policy	Average unadjusted gender pay gap	Percentage	0
KPI 27	Employee Growth Training	Career Development Policy	Career management and training	Percentage	100
KPI 28	Air Emissions Control	Air Pollution Control Policy	Air pollution	Index	22
KPI 29	Ethical Training Rate	Business Ethics Policy	Percentage of employees trained on business ethics	Percentage	100
KPI 30	Employee Rights Agreement	Employee Rights Protection Policy	Enhance protection and awareness of employee rights	Percentage	100
KPI 31	Environmental Awareness and Training	Biodiversity Conservation Policy	Improve employee participation in biodiversity training programs	Percentage	100
KPI 32	Below Living Wage	Living Wage Policy	Percentage of direct employees paid below living wage	Percentage	0
KPI 33	Women Board Presence	Board Diversity Policy	Percentage of women within the organization's board	Percentage	1
KPI 34	Labor Relations Dialogue	Social Dialogue Policy	Social dialogue	Count	12
KPI 35	Chemicals Waste Control	Materials Management Policy	Materials, chemicals, and waste	Liters	24186.54
KPI 36	Non-Hazardous Generated	Waste Management Policy	Total weight of non-hazardous waste	Kgs	184367.43
KPI 37	Overall Water Consumption	Water Management Policy	Total water consumption	Liters	7410960
KPI 38	Employee Awareness and Participation	Air Quality Improvement Policy	Increase employee participation in air pollution initiatives	Percentage	100
KPI 39	Work-Related Absences	Occupational Health & Safety Policy	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
KPI 40	Inclusive Workforce Share	Diversity & Inclusion Policy	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	5.32
KPI 41	Water Use Efficiency	Water Management Policy	Water	Liters	7410.96
KPI 42	Product Lifecycle Disposal	Product Lifecycle Policy	Product end-of-life	Count	33
KPI 43	Hazardous Waste Volume	Hazardous Waste Policy	Total weight of hazardous waste	Kgs	5842.76
KPI 44	Water Reuse Quantity	Water Recycling Policy	Total amount of water recycled and reused	Liters	1852740
KPI 45	Employee Ethics Training Coverage	Ethics & Compliance Policy	Enhance employee awareness on conflict identification, disclosure, and ethical conduct	Percentage	100
KPI 46	Living Wage Coverage	Living Wage Benchmarking Policy	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
KPI 47	Women Leadership Share	Gender Diversity Policy	Percentage of women at top management level	Percentage	5.5
KPI 48	Occupational Health Safety	Employee Health & Safety Policy	Employee health and safety	Count	0

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

Sl. No	Topic	Policy Commitment	KPI	Unit	January 2025 - December 2025
KPI 49	Energy Carbon Footprint	Energy Management Policy	Energy consumption and GHGs	kWh	225.83
KPI 50	Total Energy Use	Energy Management Policy	Total energy consumption	kWh	225.83
KPI 51	ESG Contract Inclusion	Responsible Supply Chain Policy	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
KPI 52	Serviceability Support Program	Customer Service Policy	Improve product serviceability and customer support effectiveness	Percentage	100
KPI 53	Employee Awareness and Fraud Prevention Training	Fraud Prevention Policy	Increase fraud prevention training coverage	Percentage	100
KPI 54	Living Wage Gap	Wage Equity Policy	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
KPI 55	Decent Work Conditions	Workplace Conditions Policy	Working conditions	Percentage	100
KPI 56	Ecosystem Protection Measures	Biodiversity Conservation Policy	Biodiversity	Percentage	21
KPI 57	Corruption Case Total	Anti-Corruption Policy	Number of confirmed corruption incidents	Count	0
KPI 58	Ethical Recruitment Practices	Ethical Recruitment Policy	Ensure fair and ethical recruitment practices	Percentage	100
KPI 59	Green Energy Utilization	Renewable Energy Policy	Total renewable energy consumption	kWh	56.46
KPI 60	Equal Treatment Practices	Anti-Harassment Policy	Discrimination and Harassment	Count	0
KPI 61	Data Security Incidents	Information Security Policy	Number of confirmed information security incidents	Count	0
KPI 62	Hazardous Substance Training	Hazardous Substance Management Policy	Improve employee competency in hazardous substance management	Percentage	100
KPI 63	Women Workforce Representation	Gender Equality Policy	Percentage of women employed in the whole organization	Percentage	13.3
KPI 64	Environmental Stewardship Actions	Environmental Advocacy Policy	Environmental services and advocacy	Count	6
KPI 65	Supplier Corrective Actions	Supplier Development Policy	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
KPI 66	Product Recovery Scheme	Circular Economy Policy	Improve product recovery and reuse systems	Percentage	85
KPI 67	Pay Equity Ratio	Compensation & Benefits Policy	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.3
KPI 68	Supplier Sustainability Audits	Supplier Audit Policy	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
KPI 69	Workplace Discrimination Cases	Anti-Discrimination Policy	Number of identified discrimination or harassment incidents or corrective actions	Count	0

This report is prepared in accordance with GRI Standards (2021).

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INDEPENDENT ASSURANCE STATEMENT

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

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

Name of Assurance Provider	: BMQR Certifications Pvt Ltd,
Standard Used	: ISO 17029:2019 and GRI.
Type of Assurance	: Type 2
Web URL	: www.bmqrassurances.com
Date	: 7 th January, 2026

Authorized Representative (Assurer)

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

