

**MADRAS FLUORINE PVT. LTD.**

No. 266, Express Highway, Manila, Chennai-600068,  
Tamil Nadu, India.



# •CORPORATE SUSTAINABILITY REPORT

For the Period 01<sup>st</sup> January, 2025 to 31<sup>st</sup> December, 2025

|          |                                  |
|----------|----------------------------------|
| Doc No   | : MFPL/ESG/D-430                 |
| Issue No | : 01                             |
| Rev No   | : 00                             |
| Date     | : 27 <sup>th</sup> January, 2026 |



# Table Of Content



|                                    |           |                                                |           |
|------------------------------------|-----------|------------------------------------------------|-----------|
| <b>Introduction</b>                | <b>05</b> | Governance Oversight & Accountability          | 09        |
| <b>ISO Certifications</b>          | <b>06</b> | Sustainability Strategy, Policies & Compliance | 09        |
| <b>Statement Of Use</b>            | <b>07</b> | Approach to Stakeholder Engagement             | 09        |
| <b>General</b>                     | <b>08</b> | <b>Material Topics</b>                         | <b>10</b> |
| Organizational Details             | 09        | Process to Determine Material Topics           | 11        |
| Company Profile & Reporting        | 09        | List of Material Topics                        | 11        |
| External Assurance                 | 09        | Management of Material Topics                  | 11        |
| Business, Value Chain & Governance | 09        | <b>Governance</b>                              | <b>12</b> |

# Table Of Content



|                           |           |                                   |           |
|---------------------------|-----------|-----------------------------------|-----------|
| Economic Performance      | 13        | Energy                            | 16        |
| Market Presence           | 13        | Water and Effluents               | 17        |
| Indirect Economic Impacts | 13        | Biodiversity                      | 17        |
| Procurement Practices     | 14        | Emissions                         | 18        |
| Anti-Corruption           | 14        | Waste                             | 19        |
| Anti-Competitive Behavior | 14        | Environmental Compliance          | 19        |
| <b>Environment</b>        | <b>15</b> | Supplier Environmental Assessment | 19        |
| Materials                 | 16        | <b>Social</b>                     | <b>20</b> |

# Table Of Content

|                                                  |    |                              |    |                                 |    |
|--------------------------------------------------|----|------------------------------|----|---------------------------------|----|
| Employment                                       | 21 | Security Practices           | 24 | Customer Privacy                | 25 |
| Labor/Management Relations                       | 21 | Rights of Indigenous Peoples | 24 | Sustainability Performance Data | 26 |
| Occupational Health and Safety                   | 21 | Human Rights Assessment      | 24 | GRI Index                       | 30 |
| Training and Education                           | 23 | Local Communities            | 24 | Independent Assurance Statement | 32 |
| Diversity and Equal Opportunity                  | 23 | Supplier Social Assessment   | 25 |                                 |    |
| Non-discrimination                               | 23 | Public Policy                | 25 |                                 |    |
| Freedom of Association and Collective Bargaining | 23 | Customer Health and Safety   | 25 |                                 |    |
| Child Labor & Forced or Compulsory Labor         | 23 | Marketing and Labeling       | 25 |                                 |    |





# INTRODUCTION

Madras Fluorine Pvt. Ltd. (MFPL) is an Indian manufacturer and supplier of inorganic fluorine and boron chemicals, serving a wide range of industrial applications with a strong focus on quality, safety, and sustainability. The company integrates Environmental, Social, and Governance (ESG) principles into its operations by emphasizing resource efficiency, pollution prevention, responsible waste management, employee well-being, and regulatory compliance. MFPL continuously invests in cleaner technologies, environmental monitoring, and process optimization to reduce its environmental footprint while delivering high-performance chemical products. Through responsible manufacturing and stakeholder engagement, MFPL aims to create long-term value and contribute to sustainable industrial development.



# ISO CERTIFICATIONS

## ISO 14001:2015 – Environmental Management System Certification

MFPL has implemented an Environmental Management System (EMS) in accordance with ISO 14001:2015 to systematically manage its environmental responsibilities. The certification supports the company's commitment to pollution prevention, efficient resource utilization, regulatory compliance, and continual environmental improvement. Through regular monitoring of air emissions, water quality, waste generation, and energy consumption, MFPL identifies opportunities to minimize environmental impacts across its manufacturing operations. The EMS promotes sustainable practices such as waste reduction, recycling, water conservation, and greenhouse gas emission management while ensuring compliance with applicable environmental regulations and enhancing overall environmental performance throughout the organization.

## ISO 45001:2018 – Occupational Health and Safety Management System Certification

MFPL maintains an Occupational Health and Safety Management System in accordance with ISO 45001:2018 to provide a safe and healthy workplace for employees, contractors, and visitors. The system emphasizes hazard identification, risk assessment, incident prevention, legal compliance, emergency preparedness, and continual improvement in occupational health and safety performance. Regular safety training, workplace inspections, use of personal protective equipment, medical surveillance, and employee participation strengthen the company's safety culture. Through proactive risk management and continuous monitoring, MFPL strives to eliminate workplace hazards, prevent occupational injuries and illnesses, and ensure a safe working environment across all manufacturing and support activities.

## ISO 28001 – Security Management Systems for the Supply Chain

MFPL applies the principles of ISO 28001 to strengthen security throughout its supply chain by managing risks associated with procurement, storage, transportation, and distribution of chemical products. The framework supports systematic identification of security threats, implementation of preventive controls, and coordination with suppliers, logistics providers, and customers to ensure secure operations. Supply chain security measures include controlled access, product traceability, documentation integrity, emergency preparedness, and compliance with applicable legal and customer requirements. By integrating supply chain security into its operational processes, MFPL enhances business continuity, protects assets, maintains customer confidence, and supports reliable delivery of products in a safe and secure manner.





# STATEMENT OF USE

GRI 1-5

This report is prepared in accordance with GRI standards for the reporting period 01<sup>st</sup> January, 2025 to 31<sup>st</sup> December, 2025.



# GENERAL

GRI 2



## Company Profile & Reporting

GRI 2-2 & 2-3

This Sustainability Report presents MFPL's environmental, social, and governance (ESG) performance and demonstrates the company's commitment to transparent sustainability reporting. The report covers significant manufacturing operations and sustainability initiatives undertaken during the reporting period, including environmental management, occupational health and safety, energy efficiency, emissions control, water stewardship, waste management, employee welfare, and corporate governance. Prepared with reference to the GRI Universal Standards 2021, the report reflects information obtained from internal management systems, operational records, monitoring reports, and compliance documentation. It serves as a communication tool for customers, employees, suppliers, regulators, and other stakeholders regarding MFPL's sustainability performance.

## Governance Oversight & Accountability

GRI 2-12 to 2-16

MFPL's governance framework assigns overall responsibility for sustainability oversight to senior leadership and the highest governance body. Management monitors environmental, occupational health and safety, regulatory compliance, operational risks, and ESG performance through established policies, periodic reviews, internal audits, and performance monitoring. Responsibilities for implementing sustainability initiatives are delegated to competent functional teams, ensuring effective execution and accountability. Mechanisms are in place for reporting operational concerns, compliance issues, and business risks to management for timely corrective action. Continuous evaluation of governance effectiveness supports informed decision-making, regulatory compliance, ethical conduct, and integration of sustainability objectives into business planning and operational management.

## Approach to Stakeholder Engagement

GRI 2-29

MFPL recognizes stakeholder engagement as an essential component of sustainable business success. The company actively engages with customers, employees, suppliers, contractors, regulatory authorities, local communities, industry associations, and business partners through regular communication, meetings, training programs, audits, feedback mechanisms, and compliance interactions. Stakeholder expectations are considered during strategic planning, operational improvements, risk management, and sustainability initiatives. Constructive engagement enables MFPL to strengthen business relationships, enhance transparency, improve customer satisfaction, address environmental and social concerns, and identify opportunities for continual improvement. This collaborative approach supports responsible decision-making and creates long-term value for all stakeholders while reinforcing the company's sustainability objectives.

## External Assurance

GRI 2-5

MFPL is committed to ensuring the accuracy, reliability, and transparency of its sustainability reporting through independent external assurance. This Sustainability Report has been independently verified by BMQR Certifications Pvt. Ltd., an accredited third-party assurance provider, in accordance with ISO 17029:2019 and the Global Reporting Initiative (GRI) Standards. The assurance engagement was conducted at Type 2 assurance level and included verification of the accuracy, completeness, and reliability of disclosures presented in the report. The independent assurance statement confirms that the reported information has been reviewed using recognized assurance principles, providing stakeholders with enhanced confidence in the integrity, credibility, and quality of MFPL's sustainability disclosures.

## Business, Value Chain & Governance

GRI 2-6 to 2-9

MFPL manufactures inorganic fluorine and boron chemicals through a controlled production process supported by responsible sourcing, quality assurance, safe manufacturing practices, warehousing, and product distribution. Its value chain encompasses procurement of raw materials, production, quality testing, packaging, logistics, customer support, and responsible waste management. The company collaborates with suppliers, transport partners, customers, regulatory authorities, and local communities to ensure efficient and sustainable operations. Governance is led by the Board of Directors and senior management, who oversee strategic planning, operational performance, compliance, risk management, and sustainability initiatives while promoting ethical conduct, accountability, and continual improvement across the organization.

## Organizational Details

GRI 2-1

|                            |                                                                                                                                                 |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Company Name</b>        | : Madras Fluorine Private Limited (MFPL)                                                                                                        |
| <b>Address</b>             | : 266, Express Highway Road, Manali, Chennai – 600068, Tamil Nadu, India.                                                                       |
| <b>Nature of Business</b>  | : Manufacture and Supply of Inorganic Fluorine and Boron Chemicals.                                                                             |
| <b>Business Activities</b> | : Manufacturing, processing, quality testing, packaging, storage, marketing, export, and supply of inorganic fluorine and boron chemicals.      |
| <b>Products</b>            | : Inorganic fluorine chemicals, boron chemicals, fluoroborates, fluorides, fluorosilicic acid, and other specialty inorganic chemical products. |
| <b>Legal Status</b>        | : Private Limited Company                                                                                                                       |
| <b>Directors</b>           | : Venkateshwar Balasubramanian, Kala Venkateshwar, and Srish Venkat.                                                                            |

## Sustainability Strategy, Policies & Compliance

GRI 2-22 to 2-27

MFPL's sustainability strategy focuses on integrating environmental protection, employee health and safety, ethical business conduct, operational excellence, and regulatory compliance into its core business activities. The company has established policies addressing environmental management, occupational health and safety, quality, human rights, business ethics, and responsible operations. Management is committed to pollution prevention, efficient resource utilization, waste minimization, energy conservation, employee well-being, and continual improvement. Compliance with applicable legal and regulatory requirements is monitored through periodic inspections, environmental monitoring, internal audits, and management reviews. Corrective and preventive actions are implemented promptly to strengthen compliance and improve organizational performance.





# **MATERIAL TOPICS**

GRI 3





Process to Determine Material Topics

GRI 3-1

MFPL follows a structured process to identify and prioritize material sustainability topics that have significant environmental, social, economic, and governance impacts or influence stakeholder decisions. The process includes reviewing business activities, legal and regulatory requirements, operational risks, industry trends, customer expectations, and feedback from employees, suppliers, regulators, and local communities. Environmental monitoring reports, ESG performance indicators, compliance records, and management reviews are also considered during the assessment. The identified topics are evaluated based on their significance to the business and stakeholders, enabling MFPL to focus its sustainability efforts on areas that create long-term value and support responsible business growth.

List of Material Topics

GRI 3-2

Based on its materiality assessment, MFPL has identified key sustainability topics that are most relevant to its business operations and stakeholders. These include environmental compliance, energy efficiency, greenhouse gas emissions, water stewardship, waste management, air emissions, responsible chemical manufacturing, occupational health and safety, employee development, ethical business conduct, responsible procurement, product quality and safety, customer satisfaction, supply chain sustainability, and community engagement. These material topics reflect the company's operational priorities, regulatory obligations, and stakeholder expectations. MFPL regularly reviews and updates its material topics to ensure they remain aligned with evolving business conditions, sustainability risks, and emerging opportunities.

Management of Material Topics

GRI 3-3

MFPL manages its material topics through an integrated sustainability management approach supported by established policies, management systems, performance monitoring, and continual improvement initiatives. Each material topic is assigned to responsible functional teams that implement objectives, monitor key performance indicators, maintain regulatory compliance, and report progress to senior management. Environmental performance is managed through resource efficiency, emissions control, water conservation, and waste reduction initiatives, while social and governance topics are addressed through employee welfare programs, occupational health and safety practices, ethical business conduct, supplier engagement, and compliance management. Periodic audits, management reviews, and stakeholder feedback drive continual improvement across all material sustainability topics.

| List of Material Topics                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  ENVIRONMENT                                                                                                                                                                                                                                                                                                          |  SOCIAL                                                                                                                                                                                                                                                                                                                                               |  GOVERNANCE                                                                                                                                                                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"><li>• Energy Consumption &amp; Efficiency</li><li>• Waste Management &amp; Reduction</li><li>• Water Usage &amp; Conservation</li><li>• Air Emissions &amp; Pollution Control</li><li>• Green Chemistry &amp; Sustainable Manufacturing</li><li>• Carbon Footprint Reduction</li><li>• Chemical Waste Management</li><li>• Use of Renewable Energy</li><li>• Environmental Impact of Chemical Products</li><li>• Efficient Resource Utilization</li></ul> | <ul style="list-style-type: none"><li>• Employee Health &amp; Safety</li><li>• Labor Rights &amp; Ethical Practices</li><li>• Workplace Diversity &amp; Inclusion</li><li>• Skill Development &amp; Training Programs</li><li>• Community Engagement &amp; Development</li><li>• Stakeholder Engagement</li><li>• Product Safety &amp; Customer Well-being</li><li>• Employee Retention &amp; Job Satisfaction</li><li>• Supply Chain Labor Standards</li><li>• Corporate Social Responsibility (CSR) Initiatives</li></ul> | <ul style="list-style-type: none"><li>• Board Structure &amp; Independence</li><li>• Ethical Business Practices</li><li>• Regulatory Compliance &amp; Risk Management</li><li>• Corporate Transparency &amp; Accountability</li><li>• Anti-corruption &amp; Anti-bribery Policies</li><li>• Executive Compensation &amp; Remuneration</li><li>• Stakeholder Engagement &amp; Communication</li><li>• Internal Audits &amp; Financial Controls</li><li>• Data Protection &amp; Cybersecurity</li><li>• Sustainability Reporting &amp; Disclosure</li></ul> |



# GOVERNANCE

GRI 200





## Economic Performance

GRI 201

MFPL contributes to sustainable economic growth by manufacturing high-quality inorganic fluorine and boron chemicals while creating long-term value for customers, employees, suppliers, and society. The company generates economic value through responsible operations, efficient resource utilization, and continuous process improvements that enhance productivity and competitiveness. MFPL invests in modern manufacturing technologies, employee development, environmental protection, and occupational health and safety to support sustainable business growth. Financial resources are allocated to regulatory compliance, infrastructure improvements, energy efficiency, pollution control, and innovation. By maintaining strong governance, ethical business practices, and operational excellence, MFPL strengthens its financial resilience, supports local economic development, and delivers sustainable value to all stakeholders.

## Market Presence GRI 202

### Standard Entry Level Wage

GRI 202-1

MFPL is committed to providing fair and equitable compensation that complies with all applicable labour laws and statutory wage requirements in India. Entry-level employees receive wages that meet or exceed the prescribed minimum wages established by the relevant government authorities and are periodically reviewed to remain competitive within the industry. The company's remuneration framework considers job responsibilities, skills, qualifications, experience, and market conditions while ensuring equal pay for equal work without discrimination. In addition to base wages, eligible employees receive statutory benefits and welfare provisions, reinforcing MFPL's commitment to employee well-being, financial security, and responsible employment practices.

### Indirect Economic Impacts

GRI 203

MFPL creates positive indirect economic impacts by supporting local industries, generating employment opportunities, and contributing to regional economic development through its manufacturing operations. The company prioritizes responsible procurement, engages local suppliers where feasible, and collaborates with service providers, logistics partners, and contractors, thereby strengthening the local supply chain. MFPL's investments in infrastructure, environmental protection, employee development, and occupational health and safety contribute to sustainable industrial growth and improved operational resilience. Through regulatory compliance, ethical business practices, and community engagement initiatives, the company fosters stakeholder trust and promotes shared value creation. These efforts enhance business continuity while delivering long-term economic, environmental, and social benefits to the communities in which MFPL operates.

### Local Community Employment

GRI 202-2

MFPL recognizes the importance of contributing to local economic development by providing employment opportunities to qualified individuals from surrounding communities wherever feasible. The company encourages local recruitment for suitable positions, supporting regional employment generation, skill development, and inclusive economic growth. Recruitment decisions are based on competence, qualifications, experience, and business requirements while promoting equal opportunity and non-discrimination. MFPL also provides training and capability-building programs to enhance employee skills and career development. By strengthening local employment and developing a competent workforce, the company fosters positive community relationships, supports socio-economic development, and contributes to sustainable regional prosperity.



13%

## Procurement Practices GRI 204

### Procurement Practices (Local Supplier Procurement)

#### GRI 204-1

MFPL recognizes responsible procurement as an essential component of sustainable business operations and gives preference to qualified local suppliers whenever quality, technical specifications, reliability, and commercial requirements are met. Procuring goods and services locally strengthens regional economic development, reduces transportation-related environmental impacts, improves supply chain resilience, and fosters long-term business relationships. The company evaluates suppliers based on quality, regulatory compliance, ethical business practices, environmental performance, and occupational health and safety standards. MFPL works collaboratively with suppliers to promote continuous improvement, responsible sourcing, timely delivery, and sustainable procurement practices, thereby creating shared value while supporting local industries and enhancing the overall sustainability of its supply chain.

## Anti-Corruption

#### GRI 205

MFPL is committed to conducting its business with the highest standards of integrity, transparency, and ethical conduct. The company maintains a zero-tolerance approach to bribery, corruption, fraud, extortion, and other unethical practices across all business operations. Policies and procedures are established to ensure compliance with applicable anti-corruption laws and regulations, while employees are expected to uphold the company's Code of Conduct in all business dealings. Awareness programs, internal controls, periodic audits, and reporting mechanisms support the prevention and detection of unethical behavior. MFPL encourages employees and stakeholders to report suspected misconduct through appropriate grievance channels, ensuring confidentiality, accountability, fair investigation, and timely corrective action.

## Anti-Competitive Behavior GRI 206

### Legal Actions for Anti-Competitive Behavior

#### GRI 206-1

MFPL is committed to conducting business in accordance with the principles of fair competition, ethical business practices, and compliance with all applicable competition and antitrust laws. The company prohibits anti-competitive practices such as price fixing, bid rigging, market allocation, abuse of market dominance, and unfair trade practices. Employees are expected to uphold the highest standards of integrity and avoid any actions that could restrict fair market competition. Internal controls, management oversight, and periodic compliance reviews support adherence to legal requirements. During the reporting period, MFPL had no legal actions, judgments, or penalties related to anti-competitive behavior, anti-trust, or monopoly practices, reflecting its commitment to responsible corporate governance and ethical business conduct.



# ENVIRONMENTAL

GRI 300







**Materials** GRI 301

**Materials Used**

GRI 301-1

MFPL utilizes a range of raw materials and auxiliary chemicals in the manufacture of inorganic fluorine and boron chemicals, ensuring that all materials meet stringent quality, safety, and regulatory requirements. The company emphasizes efficient material utilization through optimized production processes, inventory management, and quality control systems to minimize material losses and improve manufacturing efficiency. Procurement practices focus on sourcing materials from approved and reliable suppliers who comply with applicable environmental and quality standards. MFPL continuously evaluates opportunities to reduce raw material consumption, improve process efficiency, and promote responsible resource management, thereby supporting sustainable manufacturing while maintaining consistent product quality and operational excellence.

**Recycled Input Materials Used**

GRI 301-2

MFPL recognizes the importance of incorporating recycled and recovered materials wherever technically feasible without compromising product quality, safety, or regulatory compliance. The company continuously evaluates opportunities to increase the use of recycled input materials through process optimization, material recovery initiatives, and responsible sourcing practices. Manufacturing processes are regularly reviewed to identify opportunities for reusing production residues and minimizing dependence on virgin raw materials. Collaboration with suppliers also supports the procurement of environmentally responsible materials where applicable. These initiatives contribute to resource conservation, waste reduction, lower environmental impacts, and improved circularity while supporting MFPL's commitment to sustainable manufacturing and responsible resource utilization.

**Reclaimed Products and Their Packaging Materials**

GRI 301-3

MFPL promotes responsible product stewardship by encouraging efficient use of packaging materials and implementing measures to minimize packaging waste throughout its operations. The company evaluates opportunities to reuse, recycle, or recover packaging materials wherever practical and environmentally beneficial. Packaging is designed to protect product quality while optimizing material usage and reducing unnecessary waste generation. MFPL also collaborates with customers, suppliers, and authorized waste management agencies to promote environmentally sound handling, recycling, and disposal of packaging materials in accordance with applicable regulations. These practices support circular economy principles, reduce environmental impacts, conserve natural resources, and enhance the overall sustainability of the company's product life cycle.

**Energy** GRI 302

**Energy Consumption Within the Organization**

GRI 302-1

MFPL recognizes energy as a critical resource for its manufacturing operations and is committed to improving energy efficiency across all facilities. The company monitors electricity and fuel consumption to optimize production processes, reduce operational costs, and minimize greenhouse gas emissions. Energy-efficient equipment, preventive maintenance, process optimization, and employee awareness programs support responsible energy management. Regular monitoring enables the identification of opportunities for continuous improvement and effective resource utilization. MFPL also evaluates the adoption of energy-saving technologies and best operational practices to enhance overall energy performance while maintaining product quality, operational reliability, and compliance with applicable environmental and energy management requirements.

**Energy Consumption Outside the Organization**

GRI 302-2

MFPL acknowledges that energy consumption extends beyond its manufacturing facilities through the procurement of raw materials, transportation, logistics, business travel, and other upstream and downstream supply chain activities. The company works with suppliers and logistics partners to encourage efficient transportation practices and responsible resource utilization, thereby reducing indirect energy consumption and associated environmental impacts. Procurement decisions consider operational efficiency, reliability, and sustainability wherever feasible. MFPL continues to evaluate opportunities to improve supply chain efficiency, optimize transportation routes, and strengthen collaboration with business partners to minimize indirect energy use and support broader climate and sustainability objectives throughout its value chain.

**Energy Intensity**

GRI 302-3

MFPL monitors energy intensity as a key performance indicator to evaluate the efficiency of energy utilization relative to its production output. Tracking energy intensity enables the company to assess operational performance, identify improvement opportunities, and measure the effectiveness of energy conservation initiatives over time. Continuous process optimization, preventive maintenance, equipment upgrades, and operational controls contribute to improved energy efficiency and reduced energy consumption per unit of production. Regular performance reviews help management establish improvement targets and support informed decision-making. By reducing energy intensity, MFPL enhances operational efficiency, lowers environmental impacts, and strengthens its commitment to sustainable manufacturing and responsible resource management.





## Reduction of Energy Consumption

GRI 302-4

MFPL continuously implements initiatives to reduce energy consumption through technological improvements, operational excellence, and employee participation. Energy conservation measures include the installation of energy-efficient equipment, optimization of manufacturing processes, preventive maintenance of machinery, efficient lighting systems, and regular monitoring of energy performance. Employees are encouraged to adopt energy-saving practices through awareness and training programs that promote responsible energy use. The company periodically reviews energy consumption trends to identify opportunities for further improvement and implement corrective actions where necessary. These initiatives contribute to reduced operating costs, lower greenhouse gas emissions, improved resource efficiency, and enhanced environmental performance across manufacturing operations.

## Water and Effluents

GRI 303

Water stewardship is a key component of MFPL's environmental management strategy. The company is committed to the responsible withdrawal, efficient use, treatment, reuse, and discharge of water throughout its manufacturing operations. Water consumption is regularly monitored to identify conservation opportunities, while wastewater is treated and tested to ensure compliance with applicable regulatory requirements before discharge or reuse. MFPL implements water-saving initiatives, preventive maintenance, leak detection, and process optimization to improve water efficiency and reduce environmental impacts. Through continuous monitoring, regulatory compliance, and responsible water management practices, the company aims to conserve water resources, protect local ecosystems, and support sustainable industrial operations.

## Biodiversity

GRI 304

MFPL recognizes the importance of conserving biodiversity and minimizing the environmental impacts of its manufacturing operations on surrounding ecosystems. The company is committed to protecting natural habitats through responsible land use, pollution prevention, efficient resource utilization, and compliance with applicable environmental regulations. Environmental monitoring, waste management, emission control, and water conservation measures help reduce potential impacts on local flora and fauna. MFPL promotes green initiatives such as tree plantation, landscape maintenance, and awareness programs to enhance ecological balance around its facilities. Through continual improvement and responsible environmental stewardship, the company strives to preserve biodiversity, protect ecosystem health, and support sustainable industrial development for future generations.

## Reduction in Energy Requirements of Products and Services

GRI 302-5

MFPL strives to improve the efficiency of its manufacturing processes and product lifecycle by optimizing production methods, reducing material losses, and enhancing process reliability. Although inorganic fluorine and boron chemicals are intermediate industrial products, the company continuously evaluates opportunities to improve production efficiency, minimize resource consumption, and reduce the overall energy required during manufacturing. Product quality, process innovation, and efficient use of raw materials contribute to lower energy requirements throughout production. Through continuous improvement initiatives, technological advancements, and responsible process management, MFPL supports sustainable manufacturing while delivering high-quality products that meet customer expectations and contribute to improved environmental performance.





Emissions GRI 305

Direct (Scope 1) GHG Emissions

GRI 305-1

MFPL monitors and manages direct greenhouse gas (GHG) emissions generated from sources owned or controlled by the company, including fuel combustion in manufacturing processes, boilers, generators, and company-operated vehicles. The company regularly evaluates fuel consumption and implements energy-efficient technologies, preventive maintenance, and process optimization to reduce direct emissions. Continuous monitoring supports compliance with environmental regulations and helps identify opportunities for emission reduction. MFPL remains committed to improving operational efficiency, adopting cleaner production practices, and minimizing its carbon footprint through responsible management of Scope 1 emissions while supporting its long-term climate and sustainability objectives.

Energy Indirect (Scope 2) GHG Emissions

GRI 305-2

MFPL recognizes that purchased electricity contributes to its indirect greenhouse gas emissions and actively monitors electricity consumption across its manufacturing operations. The company implements energy conservation measures such as energy-efficient equipment, optimized production processes, preventive maintenance, and employee awareness initiatives to reduce electricity demand. Continuous monitoring of energy performance enables the identification of improvement opportunities and supports informed decision-making. MFPL also evaluates opportunities to increase the use of cleaner and renewable energy sources where feasible. These initiatives contribute to reducing Scope 2 emissions, improving energy efficiency, lowering operational costs, and supporting the company's commitment to climate action and sustainable manufacturing.

Other Indirect (Scope 3) GHG Emissions

GRI 305-3

MFPL acknowledges that indirect greenhouse gas emissions occur throughout its value chain, including the procurement of raw materials, transportation, logistics, business travel, waste management, and distribution activities. The company works collaboratively with suppliers, contractors, and logistics partners to promote efficient transportation, responsible procurement, and environmentally sustainable practices that help reduce indirect emissions. Continuous evaluation of supply chain performance enables the identification of opportunities to minimize carbon impacts beyond the organization's operational boundaries. Through stakeholder collaboration, operational efficiency, and responsible supply chain management, MFPL supports broader climate change mitigation efforts and advances sustainable value chain development.

GHG Emissions Intensity

GRI 305-4

MFPL monitors greenhouse gas emissions intensity as an important performance indicator to measure emissions relative to production output and operational activities. Tracking emissions intensity enables the company to evaluate the effectiveness of energy efficiency initiatives, process improvements, and emission reduction measures over time. Regular analysis supports management in identifying opportunities to optimize manufacturing processes, improve resource efficiency, and reduce environmental impacts. By integrating emissions intensity into its environmental performance monitoring framework, MFPL strengthens climate-related decision-making, enhances operational efficiency, and demonstrates its commitment to reducing carbon emissions while maintaining sustainable business growth and manufacturing excellence.

Reduction of GHG Emissions

GRI 305-5

MFPL is committed to reducing greenhouse gas emissions through continuous improvement initiatives focused on energy efficiency, process optimization, pollution prevention, and responsible resource management. The company invests in energy-efficient equipment, preventive maintenance, optimized manufacturing operations, and employee awareness programs to minimize fuel and electricity consumption. Regular monitoring of emissions and energy performance supports the identification of additional reduction opportunities and drives continual improvement. MFPL also evaluates cleaner technologies and sustainable operational practices to further reduce its carbon footprint. These initiatives contribute to climate change mitigation, improved operational efficiency, regulatory compliance, and long-term environmental sustainability.

Emissions of Ozone-Depleting Substances (ODS)

GRI 305-6

MFPL is committed to preventing the release of ozone-depleting substances and complying with all applicable environmental regulations governing their use and management. The company promotes the responsible selection, handling, storage, and maintenance of equipment to minimize the potential for ODS emissions. Where applicable, equipment containing refrigerants is regularly inspected and maintained to prevent leaks and ensure safe operation. MFPL continuously evaluates opportunities to replace ozone-depleting substances with environmentally preferable alternatives that have lower environmental impacts. Through preventive maintenance, regulatory compliance, and responsible environmental management, the company contributes to the protection of the ozone layer and global environmental sustainability.

Calculation period: January 2025 to December 2025

GHG Emission Reporting Frequency: Annually

| EMISSIONS          | CURRENT YEAR JANUARY 2025 – DECEMBER 2025 |
|--------------------|-------------------------------------------|
| Scope 1            | 250.74                                    |
| Scope 2            | 180.65                                    |
| Scope 3            | 2952.93                                   |
| Scope 3 Upstream   | 17.89                                     |
| Scope 3 Downstream | 27357.63                                  |
| Total GHG Emission | 3,384.32                                  |





Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions

GRI 305-7

MFPL continuously monitors air emissions generated from its manufacturing operations to ensure compliance with applicable environmental regulations and permit conditions. The company implements emission control measures, preventive maintenance, process optimization, and regular stack emission monitoring to minimize the release of nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter, and other regulated air pollutants. Periodic environmental monitoring and laboratory analysis help verify compliance with prescribed emission standards and identify opportunities for continual improvement. Through effective pollution control systems and responsible operational practices, MFPL minimizes air quality impacts, protects the surrounding environment, and supports sustainable industrial operations.

Waste

GRI 306

MFPL is committed to minimizing waste generation and promoting responsible waste management throughout its manufacturing operations. The company follows a systematic approach to waste segregation, collection, storage, transportation, recycling, recovery, and disposal in accordance with applicable environmental regulations. Both hazardous and non-hazardous wastes are managed through authorized agencies using environmentally sound practices to prevent pollution and protect human health. Process optimization, resource efficiency, and employee awareness initiatives help reduce waste generation at source and improve recycling opportunities. Regular monitoring, compliance evaluations, and continual improvement initiatives enable MFPL to enhance waste management performance, conserve natural resources, support circular economy principles, and minimize its overall environmental footprint.

Environmental Compliance GRI 307

Non-compliance with Environmental Laws and Regulations

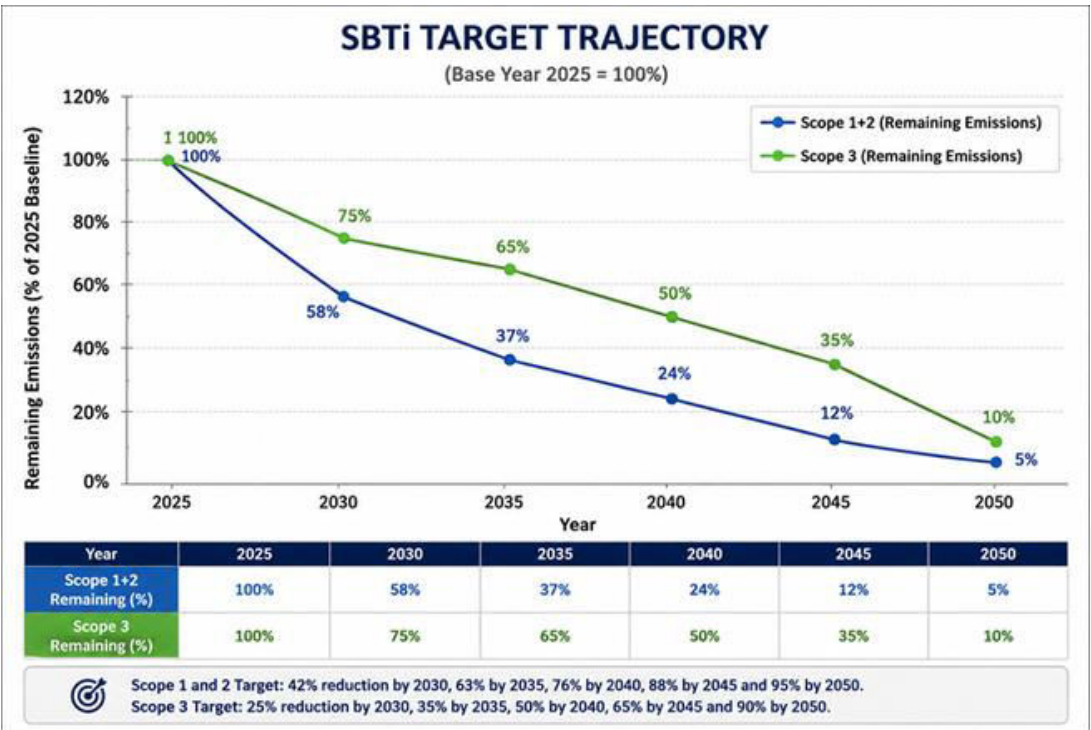
GRI 307-1

MFPL is committed to full compliance with all applicable environmental laws, regulations, permits, and statutory requirements governing its manufacturing operations. The company maintains a robust environmental management system that includes regular compliance monitoring, internal audits, environmental performance reviews, and periodic inspections to ensure adherence to regulatory obligations. Environmental parameters such as emissions, wastewater, waste management, and resource consumption are continuously monitored and evaluated against prescribed standards. During the reporting period, MFPL recorded no significant fines, penalties, or non-monetary sanctions for non-compliance with environmental laws and regulations. The company remains dedicated to continual improvement, pollution prevention, and maintaining the highest standards of environmental compliance.

MFPL integrates environmental responsibility into its procurement processes by evaluating suppliers based on their environmental performance, regulatory compliance, and commitment to sustainable business practices. Suppliers are encouraged to adopt effective environmental management systems, comply with applicable environmental laws, minimize resource consumption, control emissions, and manage waste responsibly. Environmental considerations are incorporated into supplier selection, evaluation, and ongoing performance reviews to strengthen sustainable supply chain management. MFPL collaborates with suppliers to promote continual environmental improvement, responsible sourcing, and risk mitigation throughout the value chain. This approach enhances supply chain resilience, reduces environmental impacts, supports regulatory compliance, and contributes to the company's overall sustainability objectives and long-term business success.

SBTi TARGET TRAJECTORY

| Year            | Scope 1 & 2<br>Target (tCO <sub>2</sub> e) | Reduction<br>(tCO <sub>2</sub> e) | Scope 3 Target<br>(tCO <sub>2</sub> e) | Reduction<br>(tCO <sub>2</sub> e) | Total Target<br>(tCO <sub>2</sub> e) | Total Reduction<br>(tCO <sub>2</sub> e) |
|-----------------|--------------------------------------------|-----------------------------------|----------------------------------------|-----------------------------------|--------------------------------------|-----------------------------------------|
| 2025 (Baseline) | 431.39                                     | 0.00                              | 2,952.93                               | 0                                 | 3,384.32                             | 0.00                                    |
| 2030            | 250.21                                     | 42                                | 2,214.70                               | 26                                | 2,464.91                             | 919.41                                  |
| 2035            | 159.61                                     | 66                                | 1,919.40                               | 37                                | 2,079.01                             | 1,305.31                                |
| 2040            | 103.53                                     | 78                                | 1,476.47                               | 54                                | 1,580.00                             | 1,804.32                                |
| 2045            | 51.77                                      | 87                                | 1,033.53                               | 65                                | 1,085.30                             | 2,299.02                                |
| 2050            | 21.57                                      | 90                                | 295.29                                 | 84                                | 316.86                               | 3,067.46                                |



Supplier Environmental Assessment

GRI 308





**SOCIAL**  
GRI 400





## Employment

GRI 401

MFPL is committed to providing fair, inclusive, and rewarding employment opportunities while fostering a safe, respectful, and engaging workplace. The company follows transparent recruitment, equal employment, and non-discriminatory practices to attract and retain skilled employees. Competitive compensation, statutory benefits, training and development, performance evaluations, and employee welfare programs support workforce well-being and professional growth.

MFPL promotes equal opportunities, work-life balance, and a culture of mutual respect, ensuring compliance with applicable labor laws and regulations. Through continuous employee engagement, skill enhancement, and career development initiatives, the company strengthens workforce capability, enhances employee satisfaction, and supports sustainable organizational growth and long-term business success.

## Occupational Health and Safety GRI 403

### Occupational Health and Safety Management System

GRI 403-1

MFPL has established an Occupational Health and Safety (OH&S) Management System to provide a safe, healthy, and risk-free working environment for all employees, contractors, and visitors. The system is aligned with the principles of ISO 45001 and focuses on hazard identification, risk assessment, legal compliance, emergency preparedness, incident reporting, and continual improvement. Safety policies, operating procedures, periodic inspections, internal audits, and management reviews ensure effective implementation of the OH&S framework. Through proactive risk management, employee participation, and continuous monitoring, MFPL strives to prevent workplace accidents, protect employee well-being, and foster a strong safety culture across all operations.

### Occupational Health Services

GRI 403-3

MFPL provides occupational health services to safeguard the physical and mental well-being of its workforce.

## Labor/Management Relations GRI 402

### Minimum Notice Period

GRI 402-1

MFPL values open communication and constructive labor-management relations, recognizing that transparent dialogue contributes to a productive and harmonious workplace. The company complies with applicable labor laws and provides employees with appropriate notice regarding significant operational changes that may affect their employment, in accordance with statutory requirements and company policies. Employees are encouraged to communicate with management through established consultation and grievance mechanisms, ensuring that workplace concerns are addressed fairly and promptly. By promoting mutual trust, employee participation, and timely communication, MFPL strengthens workforce engagement, supports organizational stability, minimizes workplace disruptions, and fosters a positive work environment built on respect, collaboration, and accountability.

### Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-2

MFPL implements a systematic process for identifying workplace hazards, assessing occupational health and safety risks, and implementing appropriate control measures to prevent accidents and occupational illnesses. Regular workplace inspections, job safety analyses, risk assessments, and employee observations help identify potential hazards before they result in incidents. All accidents, near misses, and unsafe conditions are promptly reported, investigated, and analyzed to determine root causes and implement corrective and preventive actions. Lessons learned are communicated across the organization to prevent recurrence. This proactive approach strengthens workplace safety, enhances operational reliability, and supports continual improvement in occupational health and safety performance.

Employees have access to periodic medical examinations, first-aid facilities, emergency medical response, health surveillance, and occupational health awareness programs appropriate to workplace risks. Qualified medical professionals and trained first responders support the early identification and management of work-related health concerns. Preventive healthcare initiatives, health monitoring, and timely medical intervention contribute to reducing occupational illnesses and promoting employee wellness. Through continuous improvement of occupational health services, MFPL maintains a healthy workforce, improves productivity, and ensures compliance with applicable occupational health and safety requirements.





## Worker Participation, Consultation and Communication on OH&S

GRI 403-4

MFPL encourages active worker participation in occupational health and safety management by promoting open communication, consultation, and employee involvement in safety-related decision-making. Employees are encouraged to report hazards, unsafe conditions, near misses, and improvement suggestions through established reporting mechanisms without fear of retaliation. Regular safety meetings, toolbox talks, committee discussions, and awareness campaigns facilitate effective communication between management and employees. Feedback received from workers is considered during risk assessments, incident investigations, and safety improvement initiatives. This collaborative approach strengthens the safety culture, enhances employee engagement, and supports continual improvement in workplace health and safety performance.

## Worker Training on Occupational Health and Safety

GRI 403-5

MFPL provides regular occupational health and safety training to ensure employees possess the knowledge and skills necessary to perform their work safely and responsibly. Training programs cover hazard identification, safe operating procedures, emergency response, fire safety, chemical handling, use of personal protective equipment, first aid, and incident reporting. Refresher training, induction programs, mock drills, and awareness campaigns reinforce safety practices and regulatory compliance. Specialized training is provided for employees performing high-risk activities. By continuously enhancing workforce competence, MFPL reduces workplace risks, strengthens safety awareness, and promotes a culture of shared responsibility for occupational health and safety.

## Promotion of Worker Health

GRI 403-6

MFPL promotes employee health and well-being through preventive healthcare initiatives, wellness programs, occupational health awareness, and regular medical examinations. The company encourages healthy lifestyles by providing health education, hygiene awareness, ergonomic workplace practices, and access to medical support where appropriate. Health campaigns, vaccination programs, stress management initiatives, and fitness awareness activities contribute to maintaining employee well-being and productivity. Safe working conditions, adequate welfare facilities, and continuous health monitoring further support workforce health. Through these initiatives, MFPL fosters a positive work environment that enhances employee morale, reduces health-related risks, and contributes to sustainable organizational performance.

## Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

GRI 403-7

MFPL works closely with contractors, suppliers, transporters, and service providers to ensure occupational health and safety standards are maintained throughout its business relationships. Contractors and external personnel are required to comply with company safety policies, legal requirements, and site-specific safety procedures before commencing work. Safety inductions, risk assessments, permit-to-work systems, contractor evaluations, and regular supervision help prevent occupational health and safety risks associated with outsourced activities. By promoting collaboration, compliance, and shared responsibility, MFPL minimizes workplace hazards across its value chain and reinforces a consistent culture of health and safety beyond its direct operations.

## Workers Covered by an Occupational Health and Safety Management System

GRI 403-8

MFPL's Occupational Health and Safety Management System covers employees, contract workers, and other personnel working under the company's operational control. The system establishes standardized procedures for hazard identification, risk assessment, emergency preparedness, incident reporting, training, health surveillance, and continual performance improvement. All personnel are required to comply with established safety policies, operating procedures, and the appropriate use of personal protective equipment. Regular audits, workplace inspections, and management reviews verify the effectiveness of the system and identify opportunities for improvement. Comprehensive OH&S coverage ensures consistent protection of workers while supporting regulatory compliance and operational excellence.





## Work-related Injuries

GRI 403-9

MFPL is committed to preventing work-related injuries by implementing comprehensive safety management practices, effective risk controls, and continuous employee training. All workplace incidents, injuries, and near misses are promptly reported, investigated, and documented to identify root causes and implement corrective actions that prevent recurrence. Regular safety inspections, hazard assessments, emergency preparedness, and preventive maintenance reduce the likelihood of workplace accidents. Performance indicators related to occupational injuries are monitored and reviewed by management to evaluate safety performance and identify improvement opportunities. Through proactive safety initiatives, MFPL strives to achieve a workplace free from occupational injuries and accidents.

## Training and Education

GRI 404

MFPL recognizes that employee training and continuous learning are essential for operational excellence, workplace safety, and sustainable business growth. The company provides regular training programs to enhance employees' technical competencies, occupational health and safety awareness, environmental responsibility, quality management, leadership capabilities, and regulatory compliance. Induction training, refresher courses, on-the-job learning, and skill development initiatives ensure employees remain competent and adaptable to evolving business and industry requirements. Performance evaluations help identify training needs and career development opportunities. By investing in employee education and professional development, MFPL strengthens workforce capability, improves productivity, fosters innovation, enhances employee engagement, and supports long-term organizational success.

## Freedom of Association and Collective Bargaining

GRI 407

MFPL respects and supports the fundamental rights of employees to freedom of association and collective bargaining in accordance with applicable labor laws and internationally recognized human rights principles. The company provides a workplace where employees can communicate openly, express their views, and participate in constructive dialogue with management without fear of discrimination, intimidation, or retaliation. MFPL encourages transparent communication through employee meetings, grievance mechanisms, and consultation processes that foster mutual trust and cooperation. The company is committed to maintaining positive labor-management relations, addressing employee concerns fairly, and promoting a respectful, inclusive, and collaborative work environment that supports employee well-being and organizational success.

## Work-related Ill Health

GRI 403-10

MFPL is dedicated to preventing work-related illnesses by maintaining safe working conditions and implementing comprehensive occupational health programs. The company conducts health risk assessments, workplace exposure monitoring, periodic medical examinations, and preventive health surveillance to identify and control potential occupational health hazards. Appropriate engineering controls, safe work practices, personal protective equipment, and employee awareness programs help minimize exposure to chemical, physical, and ergonomic risks. Any cases of work-related ill health are investigated to determine causes and implement corrective measures. Through continual monitoring and preventive healthcare initiatives, MFPL protects employee health and supports long-term workforce well-being.

## Diversity and Equal Opportunity

GRI 405

MFPL is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with dignity, fairness, and respect. The company provides equal employment opportunities regardless of gender, age, religion, caste, ethnicity, disability, or other legally protected characteristics, ensuring that recruitment, training, promotion, compensation, and career advancement are based solely on merit, qualifications, and performance. MFPL promotes a workplace free from discrimination and harassment through established policies, employee awareness programs, and fair employment practices. By embracing workforce diversity and equal opportunity, the company encourages innovation, strengthens employee engagement, enhances organizational performance, and supports sustainable business growth.

## Non-discrimination GRI 406

### Incidents of Discrimination and Corrective Actions Taken

GRI 406-1

MFPL is committed to maintaining a workplace that is free from discrimination, harassment, bullying, and unequal treatment. The company has established policies and procedures that prohibit discrimination based on gender, age, religion, caste, ethnicity, disability, nationality, or any other protected characteristic. Employees are encouraged to report concerns through confidential grievance and whistleblower mechanisms, ensuring that all complaints are investigated promptly, fairly, and impartially. Appropriate corrective and disciplinary actions are taken whenever necessary to prevent recurrence and uphold workplace integrity. During the reporting period, MFPL recorded no confirmed incidents of discrimination, reflecting its commitment to equality, inclusion, mutual respect, and ethical business conduct.

## Child Labor & Forced or Compulsory Labor

GRI 408 & 409

MFPL is committed to upholding internationally recognized human rights by maintaining a zero-tolerance approach to child labor, forced labor, bonded labor, and all forms of modern slavery across its operations and supply chain. The company ensures that all employees meet the legal minimum working age through robust recruitment and age verification procedures, while employment is based entirely on voluntary and fair labor practices. Suppliers and contractors are expected to comply with the same ethical standards through responsible sourcing requirements and periodic evaluations. Regular audits, employee awareness programs, and compliance monitoring help identify and mitigate potential risks. During the reporting period, MFPL identified no operations or business relationships at significant risk of child labor or forced labor, demonstrating its commitment to ethical employment, human rights, and responsible business conduct.



## Security Practices GRI 410

### Security Personnel Trained in Human Rights Policies and Procedures

#### GRI 410-1

MFPL is committed to ensuring that all security personnel perform their duties in a manner that respects human rights, dignity, and the safety of employees, contractors, visitors, and local communities. The company expects both internal and contracted security personnel to comply with applicable laws, the company's Code of Conduct, and established human rights principles. Security personnel are provided with appropriate awareness on ethical behavior, non-discrimination, respectful communication, conflict de-escalation, emergency response, and the appropriate use of authority. Regular supervision and compliance monitoring help ensure adherence to these requirements. Through these measures, MFPL promotes a secure, respectful, and rights-based workplace while minimizing the risk of human rights violations.

## Rights of Indigenous Peoples GRI 411

### Incidents of Violations Involving the Rights of Indigenous Peoples

#### GRI 411-1

MFPL is committed to respecting the rights, culture, traditions, and livelihoods of Indigenous Peoples and local communities in accordance with applicable laws and internationally recognized human rights principles. The company conducts its operations responsibly to avoid adverse impacts on communities and promotes ethical business practices, environmental stewardship, and transparent stakeholder engagement. MFPL maintains mechanisms for receiving and addressing community concerns and ensures that its activities comply with all statutory requirements related to land use and community welfare. During the reporting period, MFPL recorded no incidents involving violations of the rights of Indigenous Peoples or related legal actions, demonstrating its commitment to responsible operations, social responsibility, and respect for human rights.

## Human Rights Assessment

#### GRI 412

MFPL is committed to respecting and promoting internationally recognized human rights across its operations and business relationships. The company conducts its activities in accordance with applicable labor laws, ethical business practices, and human rights principles to prevent discrimination, child labor, forced labor, harassment, and other human rights violations. Employees receive awareness and training on human rights, workplace ethics, and the company's Code of Conduct to foster a culture of respect and accountability. Human rights expectations are also incorporated into supplier and contractor engagements through contractual requirements and responsible procurement practices. Regular assessments, internal reviews, and grievance mechanisms support the identification, prevention, and mitigation of potential human rights risks while ensuring continual improvement in human rights performance.

## Local Communities

#### GRI 413

MFPL recognizes the importance of maintaining positive relationships with local communities and integrating community interests into its business operations. The company actively engages with nearby communities through regular communication, environmental compliance, health and safety initiatives, and support for local development wherever feasible. Potential social, environmental, and economic impacts of operations are assessed and managed through risk assessments, pollution prevention measures, regulatory compliance, and grievance mechanisms to minimize adverse effects. Feedback from community stakeholders is considered to improve operational practices and strengthen mutual trust. By promoting responsible corporate citizenship, transparent engagement, and sustainable community development, MFPL contributes to the well-being of local communities while minimizing negative impacts associated with its manufacturing activities.





## Supplier Social Assessment

GRI 414

MFPL is committed to promoting responsible labor practices and ethical conduct throughout its supply chain by assessing suppliers against defined social responsibility criteria. Supplier evaluations consider compliance with applicable labor laws, human rights, occupational health and safety, non-discrimination, child labor prohibition, forced labor prevention, and ethical business practices. New and existing suppliers are encouraged to align with MFPL's sustainability expectations and address identified social risks through corrective actions where necessary. Regular supplier assessments, audits, and performance reviews support continual improvement and responsible sourcing. Through collaborative engagement, MFPL strengthens supply chain resilience, protects workers' rights, and promotes sustainable and socially responsible business relationships.

## Customer Health and Safety

GRI 416

MFPL places the highest priority on protecting customer health and safety by ensuring that its inorganic fluorine and boron chemical products comply with applicable quality, safety, and regulatory requirements. Product quality is maintained through rigorous testing, quality assurance procedures, and adherence to established manufacturing standards. Safety information, product specifications, handling instructions, and Safety Data Sheets (SDS) are provided to customers to promote the safe transportation, storage, handling, and use of products. Customer feedback, product performance, and regulatory compliance are regularly monitored to support continual improvement. During the reporting period, MFPL recorded no significant incidents of non-compliance related to customer health and safety.

## Public Policy GRI 406

### Political Contributions

GRI 415-1

MFPL conducts its business with integrity, transparency, and full compliance with applicable laws governing public policy and corporate governance. The company does not use corporate resources to influence political decisions improperly or engage in activities that could create conflicts of interest. Any interaction with government authorities, regulatory agencies, or industry associations is undertaken in a lawful, transparent, and ethical manner. MFPL complies with all statutory requirements relating to public policy and maintains appropriate internal controls to ensure accountability. During the reporting period, MFPL made no political contributions, reaffirming its commitment to ethical business conduct, impartiality, and responsible corporate governance.

## Marketing and Labeling

GRI 417

MFPL is committed to providing accurate, transparent, and compliant product information to enable customers to handle and use its products safely and responsibly. Product labels, technical data sheets, Safety Data Sheets (SDS), and supporting documentation include information on product composition, hazards, safe handling, storage, transportation, and regulatory requirements in accordance with applicable standards. Marketing and product communications are truthful, evidence-based, and aligned with legal and industry requirements, avoiding misleading or unsubstantiated claims. Regular reviews ensure information remains current and compliant. During the reporting period, MFPL recorded no significant instances of non-compliance relating to product information, labeling, or marketing communications.

## Customer Privacy GRI 418

### Customer Privacy Complaints

GRI 418-1

MFPL recognizes the importance of protecting customer information and is committed to maintaining the confidentiality, integrity, and security of personal and business data. The company implements appropriate administrative, technical, and physical controls to safeguard customer information from unauthorized access, disclosure, misuse, alteration, or loss. Access to sensitive information is restricted to authorized personnel, and employees are expected to comply with established confidentiality and data protection requirements. Customer information is collected and used only for legitimate business purposes and in accordance with applicable legal obligations. During the reporting period, MFPL received no substantiated complaints concerning breaches of customer privacy or loss of customer data.

# SUSTAINABILITY PERFORMANCE DATA



(01<sup>st</sup> January, 2025 to 31<sup>st</sup> December, 2025)

| Sl. No | Topic                                             | Policy Commitment                                                                         | KPI                                                                                                                         | Unit                | January 2025 - December 2025 |
|--------|---------------------------------------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------|
| 1      | Career Development                                | Develop employee skills through continuous learning and career development opportunities. | Career management and training                                                                                              | Percentage          | 100                          |
| 2      | Whistleblower Protection                          | Encourage transparent reporting and protect whistleblowers.                               | Number of reports related to whistleblower procedure                                                                        | Count               | 0                            |
| 3      | Waste Recovery                                    | Maximize recovery and recycling of waste generated from operations.                       | Total weight of waste recovered                                                                                             | Kgs                 | 12214.72                     |
| 4      | Gender Diversity                                  | Promote equal employment opportunities and gender diversity.                              | Percentage of women employed in the whole organization                                                                      | Percentage          | 22.44                        |
| 5      | Water Recycling & Reuse                           | Increase water recycling and reuse across operations.                                     | Total amount of water recycled and reused                                                                                   | Liters              | 1465.74                      |
| 6      | Biodiversity Conservation                         | Protect biodiversity and minimize impacts on ecosystems.                                  | Biodiversity                                                                                                                | Percentage          | 18                           |
| 7      | Energy Conservation Awareness                     | Promote energy conservation through employee engagement.                                  | Enhance employee awareness and participation in energy conservation practices                                               | Percentage          | 100                          |
| 8      | Employee Skills Development                       | Enhance employee competencies through structured training programs.                       | Strengthen employee capabilities through regular skills enhancement and competency development programs                     | Percentage          | 100                          |
| 9      | Responsible Supplier Contracts                    | Require suppliers to comply with environmental and human rights standards.                | Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements | Percentage          | 100                          |
| 10     | Direct GHG Emissions (Scope 1)                    | Reduce direct greenhouse gas emissions from operations.                                   | Total gross Scope 1 GHG emissions                                                                                           | MTCO <sub>2</sub> e | 250.74                       |
| 11     | Indirect GHG Emissions (Scope 2 – Location Based) | Reduce indirect emissions from purchased electricity.                                     | Total gross location-based Scope 2 GHG emissions                                                                            | MTCO <sub>2</sub> e | 180.65                       |
| 12     | Indirect GHG Emissions (Scope 2 – Market Based)   | Procure cleaner electricity to reduce emissions.                                          | Total gross market-based Scope 2 GHG emissions                                                                              | MTCO <sub>2</sub> e | 180.65                       |
| 13     | Value Chain Emissions (Scope 3)                   | Measure and reduce value chain emissions.                                                 | Total gross Scope 3 GHG emissions                                                                                           | MTCO <sub>2</sub> e | 2952.93                      |
| 14     | Downstream Carbon Emissions                       | Monitor downstream emissions across the value chain.                                      | Total gross Scope 3 Downstream GHG emissions                                                                                | MTCO <sub>2</sub> e | 17.89                        |
| 15     | Upstream Carbon Emissions                         | Reduce upstream emissions through supplier engagement.                                    | Total gross Scope 3 Upstream GHG emissions                                                                                  | MTCO <sub>2</sub> e | 2935.04                      |



| Sl. No | Topic                               | Policy Commitment                                               | KPI                                                                                          | Unit       | January 2025 - December 2025 |
|--------|-------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------|------------------------------|
| 16     | Product End-of-Life Management      | Promote responsible product end-of-life management.             | Product end-of-life                                                                          | Count      | 22                           |
| 17     | Supplier Code of Conduct Compliance | Ensure suppliers commit to ethical business practices.          | Percentage of targeted suppliers who have signed the supplier code of conduct                | Percentage | 100                          |
| 18     | Customer Product Safety Awareness   | Improve customer awareness of safe product handling and use.    | Improve customer awareness of safe product handling, storage, and usage practices            | Percentage | 100                          |
| 19     | Information Security Awareness      | Strengthen information security awareness across the workforce. | Enhance employee awareness of information security responsibilities through regular training | Percentage | 100                          |
| 20     | Sustainable Procurement Training    | Build buyer competency in sustainable procurement practices.    | Percentage or number of all buyers who received training on sustainable procurement          | Percentage | 100                          |
| 21     | Workplace Health & Safety           | Maintain a safe and healthy workplace.                          | Employee health and safety                                                                   | Count      | 0                            |
| 22     | Hazardous Waste Management          | Safely manage and minimize hazardous waste generation.          | Total weight of hazardous waste                                                              | Kgs        | 1297.52                      |
| 23     | Environmental Stewardship           | Support environmental initiatives and community awareness.      | Environmental services and advocacy                                                          | Count      | 6                            |
| 24     | Responsible Product Stewardship     | Build employee competency in responsible product management.    | Strengthen employee competency in product stewardship and responsible product management     | Percentage | 100                          |
| 25     | Human Rights Awareness              | Promote awareness of human rights principles.                   | Enhance employee awareness and competency on human rights principles and responsibilities    | Percentage | 100                          |
| 26     | Workplace Respect & Inclusion       | Maintain a workplace free from discrimination and harassment.   | Discrimination and Harassment                                                                | Count      | 0                            |
| 27     | Occupational Injury Prevention      | Prevent occupational injuries and illnesses.                    | Number of days lost to work-related injuries, fatalities, and ill health                     | Count      | 0                            |
| 28     | Renewable Energy Utilization        | Increase the use of renewable energy sources.                   | Total renewable energy consumption                                                           | kWh        | 0                            |
| 29     | Materials & Chemical Management     | Optimize efficient use of materials and chemicals.              | Materials, chemicals, and waste                                                              | Liters     | 18179.98                     |
| 30     | Supplier Sustainability Assessment  | Assess supplier sustainability performance regularly.           | Percentage or number of targeted suppliers covered by a sustainability assessment            | Percentage | 100                          |
| 31     | Chemical Handling Competency        | Train employees on safe handling of chemicals and materials.    | Enhance employee competency in safe material and chemical handling practices                 | Percentage | 100                          |

| Sl. No | Topic                                  | Policy Commitment                                                   | KPI                                                                                                       | Unit       | January 2025 - December 2025 |
|--------|----------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|------------|------------------------------|
| 32     | Diversity, Equity & Inclusion Training | Strengthen DEI and anti-harassment awareness.                       | Strengthen employee awareness through regular DEI and anti-harassment training programs                   | Percentage | 100                          |
| 33     | Sustainable Product Lifecycle          | Promote environmentally responsible product end-of-life practices.  | Enhance employee competency in product stewardship and environmentally responsible end-of-life management | Percentage | 100                          |
| 34     | External Human Rights Due Diligence    | Respect human rights across external stakeholders.                  | External stakeholder human rights                                                                         | Count      | 0                            |
| 35     | Working Time Management                | Monitor employee working hours responsibly.                         | Number of hours worked                                                                                    | Hours      | 114048                       |
| 36     | Operational Energy Efficiency          | Improve operational energy efficiency.                              | Total energy consumption                                                                                  | kWh        | 5640.02                      |
| 37     | Water Resource Management              | Optimize responsible water use.                                     | Water                                                                                                     | Liters     | 492.94                       |
| 38     | Cybersecurity Incident Management      | Prevent information security breaches.                              | Number of confirmed information security incidents                                                        | Count      | 0                            |
| 39     | Waste Management Training              | Build employee awareness on waste segregation and disposal.         | Enhance employee knowledge and competency in waste management through regular training                    | Percentage | 100                          |
| 40     | Business Ethics & Anti-Corruption      | Promote ethical conduct and anti-corruption awareness.              | Enhance employee awareness of ethical conduct and anti-corruption requirements through regular training   | Percentage | 100                          |
| 41     | Modern Slavery Prevention              | Prohibit child labor, forced labor, and human trafficking.          | Child labor, forced labor, and human trafficking                                                          | Count      | 0                            |
| 42     | Employee Learning Hours                | Provide regular employee training and development.                  | Average hours of training per employee                                                                    | Hours      | 18                           |
| 43     | Responsible Product Use                | Promote safe and responsible product use.                           | Product use                                                                                               | Percentage | 16999.08                     |
| 44     | Non-Hazardous Waste Management         | Minimize non-hazardous waste generation.                            | Total weight of non-hazardous waste                                                                       | Kgs        | 15269.38                     |
| 45     | Ethics Training Coverage               | Ensure all employees receive ethics training.                       | Percentage of employees trained on business ethics                                                        | Percentage | 100                          |
| 46     | Supplier Corrective Action Management  | Support suppliers through corrective actions and capacity building. | Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building  | Percentage | 100                          |
| 47     | Employee Working Conditions            | Provide fair and safe working conditions.                           | Working conditions                                                                                        | Percentage | 100                          |



| Sl. No | Topic                                 | Policy Commitment                                                   | KPI                                                                                             | Unit               | January 2025 - December 2025 |
|--------|---------------------------------------|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------|------------------------------|
| 48     | Accident Prevention                   | Prevent workplace accidents.                                        | Number of work-related accidents                                                                | Count              | 0                            |
| 49     | Energy & Climate Performance          | Improve energy efficiency and reduce emissions.                     | Energy consumption and GHGs                                                                     | kWh                | 5640.02                      |
| 50     | Customer Health Protection            | Ensure products do not adversely affect customer health and safety. | Customer health and safety                                                                      | Count              | 0                            |
| 51     | Workforce Inclusion                   | Foster inclusion of minority and vulnerable groups.                 | Percentage of employees from a minority or vulnerable group in the whole organization           | Percentage         | 22.44                        |
| 52     | Supplier ESG On-site Audits           | Conduct sustainability audits of suppliers.                         | Percentage or number of targeted suppliers covered by a sustainability on-site audit            | Percentage         | 100                          |
| 53     | Air Emissions Management              | Minimize emissions of air pollutants.                               | Total weight of air pollutants                                                                  | Metric Tons        | 1.19                         |
| 54     | Environmental Education & Awareness   | Build environmental competency through awareness programs.          | Build employee and stakeholder competency through environmental awareness and training programs | Percentage         | 100                          |
| 55     | Employee Engagement & Social Dialogue | Encourage effective communication and social dialogue.              | Social dialogue                                                                                 | Count              | 13                           |
| 56     | Anti-Bribery & Anti-Corruption        | Maintain zero tolerance for corruption.                             | Number of confirmed corruption incidents                                                        | Count              | 0                            |
| 57     | Nature Conservation Awareness         | Promote biodiversity conservation awareness.                        | Enhance employee awareness and participation in biodiversity and nature conservation programs   | Percentage         | 100                          |
| 58     | Water Consumption Management          | Reduce overall water consumption.                                   | Total water consumption                                                                         | Liters             | 5634.02                      |
| 59     | Ambient Air Quality                   | Monitor and improve ambient air quality.                            | Air pollution                                                                                   | Index              | 44.1                         |
| 60     | GHG Emissions Intensity Reduction     | Achieve continuous reduction in GHG emissions intensity.            | Intensity Reduction Target                                                                      | TCO <sub>2</sub> e | 49.6                         |

# GRI INDEX

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

| GRI. NO          | GRI CONTENTS                                       | PG.NO |
|------------------|----------------------------------------------------|-------|
| GRI 1-5          | Statement Of Use                                   | 07    |
| GRI 2            | General                                            | 08    |
| GRI 2-1          | Organizational Details                             | 09    |
| GRI 2-2 & 2-3    | Company Profile & Reporting                        | 09    |
| GRI 2-5          | External Assurance                                 | 09    |
| GRI 2-6 to 2-9   | Business, Value Chain & Governance                 | 09    |
| GRI 2-12 to 2-16 | Governance Oversight & Accountability              | 09    |
| GRI 2-22 to 2-27 | Sustainability Strategy, Policies & Compliance     | 09    |
| GRI 2-29         | Approach to Stakeholder Engagement                 | 09    |
| GRI 3            | Material Topics                                    | 10    |
| GRI 3-1          | Process to Determine Material Topics               | 11    |
| GRI 3-2          | List of Material Topics                            | 11    |
| GRI 3-3          | Management of Material Topics                      | 11    |
| GRI 200          | Governance                                         | 12    |
| GRI 201          | Economic Performance                               | 13    |
| GRI 202          | Market Presence                                    | 13    |
| GRI 202-1        | Standard Entry Level Wage                          | 13    |
| GRI 202-2        | Local Community Employment                         | 13    |
| GRI 203          | Indirect Economic Impacts                          | 13    |
| GRI 204          | Procurement Practices                              | 14    |
| GRI 204-1        | Procurement Practices (Local Supplier Procurement) | 14    |
| GRI 205          | Anti-Corruption                                    | 14    |
| GRI 206          | Anti-Competitive Behavior                          | 14    |
| GRI 206-1        | Legal Actions for Anti-Competitive Behavior        | 14    |
| GRI 300          | Environment                                        | 15    |
| GRI 301          | Materials                                          | 16    |
| GRI 301-1        | Materials Used                                     | 16    |

| GRI. NO   | GRI CONTENTS                                                                    | PG.NO |
|-----------|---------------------------------------------------------------------------------|-------|
| GRI 301-2 | Recycled Input Materials Used                                                   | 16    |
| GRI 301-3 | Reclaimed Products and Their Packaging Materials                                | 16    |
| GRI 302   | Energy                                                                          | 16    |
| GRI 302-1 | Energy Consumption Within the Organization                                      | 16    |
| GRI 302-2 | Energy Consumption Outside the Organization                                     | 16    |
| GRI 302-3 | Energy Intensity                                                                | 16    |
| GRI 302-4 | Reduction of Energy Consumption                                                 | 17    |
| GRI 302-5 | Reduction in Energy Requirements of Products and Services                       | 17    |
| GRI 303   | Water and Effluents                                                             | 17    |
| GRI 304   | Biodiversity                                                                    | 17    |
| GRI 305   | Emissions                                                                       | 18    |
| GRI 305-1 | Direct (Scope 1) GHG Emissions                                                  | 18    |
| GRI 305-2 | Energy Indirect (Scope 2) GHG Emissions                                         | 18    |
| GRI 305-3 | Other Indirect (Scope 3) GHG Emissions                                          | 18    |
| GRI 305-4 | GHG Emissions Intensity                                                         | 18    |
| GRI 305-5 | Reduction of GHG Emissions                                                      | 18    |
| GRI 305-6 | Emissions of Ozone-Depleting Substances (ODS)                                   | 18    |
| GRI 305-7 | Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions | 19    |
| GRI 306   | Waste                                                                           | 19    |
| GRI 307   | Environmental Compliance                                                        | 19    |
| GRI 307-1 | Non-compliance with Environmental Laws and Regulations                          | 19    |
| GRI 308   | Supplier Environmental Assessment                                               | 19    |



| GRI. NO       | GRI CONTENTS                                                                                                  | PG.NO |
|---------------|---------------------------------------------------------------------------------------------------------------|-------|
| GRI 400       | Social                                                                                                        | 20    |
| GRI 401       | Employment                                                                                                    | 21    |
| GRI 402       | Labor/Management Relations                                                                                    | 21    |
| GRI 402-1     | Minimum Notice Period                                                                                         | 21    |
| GRI 403       | Occupational Health and Safety                                                                                | 21    |
| GRI 403-1     | Occupational Health and Safety Management System                                                              | 21    |
| GRI 403-2     | Hazard Identification, Risk Assessment and Incident Investigation                                             | 21    |
| GRI 403-3     | Occupational Health Services                                                                                  | 21    |
| GRI 403-4     | Worker Participation, Consultation and Communication on OH&S                                                  | 22    |
| GRI 403-5     | Worker Training on Occupational Health and Safety                                                             | 22    |
| GRI 403-6     | Promotion of Worker Health                                                                                    | 22    |
| GRI 403-7     | Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships | 22    |
| GRI 403-8     | Workers Covered by an Occupational Health and Safety Management System                                        | 22    |
| GRI 403-9     | Work-related Injuries                                                                                         | 23    |
| GRI 403-10    | Work-related Ill Health                                                                                       | 23    |
| GRI 404       | Training and Education                                                                                        | 23    |
| GRI 405       | Diversity and Equal Opportunity                                                                               | 23    |
| GRI 406       | Non-discrimination                                                                                            | 23    |
| GRI 406-1     | Incidents of Discrimination and Corrective Actions Taken                                                      | 23    |
| GRI 407       | Freedom of Association and Collective Bargaining                                                              | 23    |
| GRI 408 & 409 | Child Labor & Forced or Compulsory Labor                                                                      | 23    |
| GRI 410       | Security Practices                                                                                            | 24    |

| GRI. NO   | GRI CONTENTS                                                       | PG.NO |
|-----------|--------------------------------------------------------------------|-------|
| GRI 410-1 | Security Personnel Trained in Human Rights Policies and Procedures | 24    |
| GRI 411   | Rights of Indigenous Peoples                                       | 24    |
| GRI 411-1 | Incidents of Violations Involving the Rights of Indigenous Peoples | 24    |
| GRI 412   | Human Rights Assessment                                            | 24    |
| GRI 413   | Local Communities                                                  | 24    |
| GRI 414   | Supplier Social Assessment                                         | 25    |
| GRI 415   | Public Policy                                                      | 25    |
| GRI 415-1 | Political Contribution                                             | 25    |
| GRI 416   | Customer Health and Safety                                         | 25    |
| GRI 417   | Marketing and Labeling                                             | 25    |
| GRI 418   | Customer Privacy                                                   | 25    |
| GRI 418-1 | Sustainability Performance Data                                    | 25    |

Appendix -3

INDEPENDENT ASSURANCE STATEMENT

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

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

Name of Assurance Provider : BMQR Certifications Pvt Ltd,  
Standard Used : ISO 17029:2019 and GRI.  
Type of Assurance : Type 2  
Web URL : [www.bmqrassurance.com](http://www.bmqrassurance.com)  
Date : 27<sup>th</sup> January, 2026

Authorized Representative (Assurer)

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

