



SAHARA LABELS PRIVATE LIMITED

No.10, 1st Cross, 1st Main, Sri Lakshmi Industrial Estate, Thigalarapalya Main Road,
Karihobanahalli, Peenya 2nd Stage, Bangalore 560 058. Karnataka, India.

Corporate Sustainability Report

For the year 01st April 2025 to 31st March, 2026

Form No : SLPL/ESG/115

Issue No : 01

Rev No : 00

Date : 28th April, 2026

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About Us



WELCOME TO SAHARA GROUP //

Where Innovation Meets Excellence

Founded in 2007, Sahara Labels Pvt. Ltd. is a Bangalore-based manufacturing company specializing in high-quality labeling and identification solutions for industrial and OEM applications.

Over the years, we have built a strong reputation for delivering reliable, precision-engineered products including automotive dials, decals, screen-printed labels, graphic overlays, in-mold labeling (IML), in-mold decoration (IMD), and molded components. Our solutions are designed to meet the functional, aesthetic, and durability requirements of demanding industries.

We operate from an 80,000 sq. ft. state-of-the-art manufacturing facility in Bangalore, supported by a skilled workforce of over 230 professionals. Our in-house capabilities, advanced machinery, and quality-driven processes allow us to deliver consistent results at scale while maintaining flexibility for custom requirements.

Sahara Labels proudly serves a diverse global client base, exporting to multiple countries and working with over 30 major customers worldwide. We believe long-term partnerships are built on trust, technical competence, and dependable delivery — principles that guide every project we undertake.

WELCOME TO SAHARA GROUP //

Future Expansion

As part of our long-term growth strategy, Sahara Group is actively planning to expand its manufacturing capabilities to support evolving customer requirements and emerging market opportunities.

Upcoming initiatives include :

- > the addition of wiring harness manufacturing, aimed at strengthening our presence in automotive and electrical applications
- > offset printing and booklet finishing, to enhance our value-added offerings in printed components and documentation.

These expansions are designed to complement our existing expertise in labeling, graphic overlays, and in-mold technologies, enabling us to provide more integrated and end-to-end solutions to our customers.



LEADING LABELS MANUFACTURE IN BANGALORE

Crafted with
Expertise and
Excellence





Make In India

We proudly support the 'Make in India'...



Quality Assurance

Certified with IATF 16949, we ensure...

19

Years of Working
Experience in this
Field

We understand labels are used to enhance the appearance and identification of a product. Sahara Labels is a trusted [labels manufacturing division](#), producing high-quality industrial labels, product identification labels, and custom roll-form labels. Using premium materials from brands such as 3M and Avery, we manufacture adhesive labels, printed labels, decals, insulators, and automotive labels tailored to specific client requirements. As an experienced [industrial labels division](#), Sahara Labels has proudly served customers since 2007, helping them launch and promote some of the most influential, successful, and prestigious brands across industries.

CERTIFIED BY //



ISO 9001-2015



ISO 14001-2015



ISO 45001-2018



IATF 16949

MEMBERS OF //

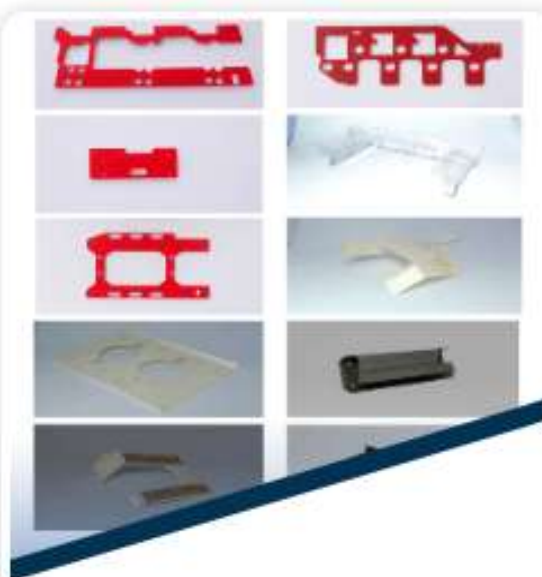


OUR PRODUCTS //

We deal in

[VIEW MORE](#)


Labels



Insulators



Foams



Dials



Decals



Automotive Dials Manufacturer in India

Sahara Labels is a trusted **automotive dials manufacturer in India**, supplying precision printed **speedometer dials**, **instrument cluster dials**, **dashboard dials**, **EV meter dials** and **OEM automotive display components** for automotive, electric vehicle, industrial and equipment manufacturing applications.

With manufacturing support from Bangalore, Sahara Labels supplies automotive dials to OEMs, EV companies, vehicle component suppliers, industrial manufacturers and dashboard assembly units across India. Our dial solutions are built for clarity, dimensional accuracy, colour consistency and long-term performance.

Our automotive dials are manufactured using high-grade polycarbonate and PET materials with precision screen printing, UV-resistant inks, anti-glare coatings and backlight-compatible finishes. These features help the dials maintain clear visibility, stable readability and reliable performance under heat, sunlight, vibration and continuous vehicle usage.

As an experienced **automotive dials supplier in India**, Sahara Labels focuses on accurate printing, proper light transmission, clean symbol definition, OEM branding requirements and consistent finishing for speedometers, tachometers, dashboard gauges and complete instrument cluster display systems.

Automotive Dials Manufacturer in Bangalore

Sahara Labels is a trusted **automotive dials manufacturer in Bangalore**, Bengaluru, supplying precision printed **speedometer dials**, **instrument cluster dials**, **dashboard dials**, **EV meter dials** and **OEM automotive display components** for automotive and industrial applications.

Based in Peenya Industrial Area, Bangalore, we support automotive OEMs, EV companies, vehicle component suppliers and industrial manufacturers with durable and custom printed automotive dial solutions.

Our automotive dials are manufactured using high-grade polycarbonate and PET materials with precision screen printing, UV-resistant inks, anti-glare coatings and backlight-compatible finishes. These features help the dials maintain clear visibility, long-term readability and stable performance under heat, sunlight, vibration and regular vehicle usage.

As an experienced **automotive dials manufacturer in Bengaluru**, Sahara Labels focuses on accurate printing, consistent colour matching, proper light transmission and OEM-grade finishing for speedometers, dashboard gauges and instrument cluster display systems.



Roll Form Labels Manufacturer in India – Custom, Industrial & Packaging Roll Labels

Sahara Labels is a premier **roll form labels manufacturer in India**, delivering high-quality **custom roll labels** and **bulk roll labels** for automotive, industrial, packaging, FMCG, pharmaceutical, and commercial applications. Our **roll form adhesive labels** are engineered for precision printing, consistent alignment, and smooth application on both automated and manual labeling systems.

As a leading **roll form labels supplier in India**, we leverage advanced printing technologies including flexographic, digital, and screen printing, combined with durable adhesive solutions to ensure excellent resistance to heat, moisture, abrasion, and environmental exposure. Our **printed roll labels** are available in a wide range of materials including paper, polypropylene (PP), polyester (PET), vinyl, with finishes such as matte, gloss, semi-gloss, and clear—tailored to your specific requirements.

With rigorous quality control processes and in-house testing, we guarantee that every **roll form adhesive label** meets international standards for durability, adhesion, and print clarity, making them ideal for high-volume production lines and critical labeling applications across diverse industries.



Self Adhesive Labels Manufacturer in India

Self adhesive labels are widely used across industries for **product identification**, **branding**, **traceability** and **compliance marking**. As a leading self adhesive labels manufacturer in India, Sahara Labels delivers high-performance pressure sensitive labels designed for industrial durability and precision printing.

We supply self adhesive labels across India, including major industrial regions such as Bangalore, Chennai, Pune and Delhi, supporting OEMs, manufacturers and exporters with consistent quality and scalable production.

Our labels are engineered to perform across demanding environments, varied surfaces and automated labeling systems, making them ideal for high-volume industrial applications.





Automotive Decals Manufacturer in India

Sahara Labels is a leading **automotive decals manufacturer in India**, delivering high-performance, precision-engineered decals for OEM automotive, EV, and industrial applications. Our decals are designed for durability, strong adhesion, and long-term outdoor performance across demanding environments. We supply automotive decals across major industrial regions including Bangalore, Chennai, Pune, Hosur, Ahmedabad and other manufacturing hubs, supporting OEMs with consistent quality and scalable production.

Keypad Graphic Overlays Manufacturer in Bangalore

What are Keypad Graphic Overlays?

Keypad graphic overlays are precision printed front panels used on electronic keypads, control panels and HMI interfaces. They provide a durable, user-friendly interface with clear legends, symbols and functional markings for electronic devices.

Graphic overlays are widely used in industrial machinery, medical equipment, automation panels, consumer electronics and automotive control systems. Sahara Labels is a trusted **keypad graphic overlays manufacturer in Bangalore**, specializing in high-performance membrane and non-membrane overlays designed for demanding industrial and electronic applications.

Our overlays are engineered for excellent tactile response, abrasion resistance, chemical resistance and long service life under continuous usage.

We manufacture **custom keypad graphic overlays and membrane overlays in Bangalore** using advanced screen printing and precision die-cutting technologies.

Our keypad graphic overlays are available in matte, gloss and textured finishes, with optional embossed keys, transparent windows and backlight compatibility.

Explore our complete range of [industrial labels and overlays](#) designed for OEM and manufacturing applications.

Roll Form Labels Manufacturer in India – Custom & Industrial Roll Labels

Sahara Labels is a leading **roll form labels manufacturer in Bangalore**, specializing in high-quality roll labels for automotive, industrial, and commercial applications. Our roll form labels are engineered for precision printing, consistent alignment, and smooth application on automated and manual labeling systems.

We use advanced printing technologies along with durable adhesive solutions to ensure excellent resistance to heat, moisture, abrasion, and environmental exposure. Our roll form labels are available in various materials and finishes, including paper, polyester, vinyl, matte, gloss, and specialty coatings, based on customer requirements.

With strict quality control processes and in-house testing, we ensure every roll form label meets international standards for durability, adhesion, and print clarity, making them ideal for high-volume and critical labeling applications.

Metal Nameplates Manufacturer in India

Metal nameplates are permanent identification plates widely used across industrial machinery, electrical panels, OEM equipment, motors, control systems and branded products. Sahara Labels is a trusted **metal nameplates manufacturer in India** supplying stainless steel, aluminum and brass nameplates for industrial applications across India.



Infrastructure



Manufacturing Infrastructure

Our state-of-the-art manufacturing infrastructure in Bangalore is equipped with advanced machinery, skilled manpower, and controlled production environments. This robust setup enables us to deliver high-precision labels, graphic overlays, molded components, and assemblies that meet stringent automotive and industrial standards.



State-of-the-art manufacturing facility located in Bangalore



Roll-to-roll lamination process for label and overlay production



Batch-wise material handling and in-process storage system



CNC cutting for high-precision label and overlay components



Flatbed cutting machine for custom-shaped labels and parts



Industrial screen printing line for graphic overlays and labels

Infrastructure



Power press machines for forming and component processing



CNC bending machine for precision metal component fabrication



CNC routing and engraving for industrial nameplates and panels



Automatic cutting machine for high-volume label production



Manual assembly and quality inspection workstations



Automated finishing and labeling process in controlled environment

OUR CLIENTS //

We are Working With Fortune 500 Global Companies



AMETEK®



TMEiC

YASKAWA



ABB

INDIC
EMS ELECTRONICS PVT. LTD.

भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

MS
NIPPON SEIKI



YAMAHA
Make Waves



Schneider
Electric

INCap



VEER-O-METALS Pvt. Ltd.
Delivering Excellence

NASH
Inspired Engineering

SHAKTI
PUMPING LIFE

LS Automotive

Corporate Social Responsibility

We are committed to responsible manufacturing, sustainable growth, employee welfare, workplace safety, and community development. Our CSR approach reflects our purpose to create long-term value for people, industry, and society.

 Sustainability

 Community

 Safety

PLASTIC INDUSTRY



POWER DISTRIBUTION



AUTOMOTIVE INDUSTRY



TELECOM INDUSTRY



DOMESTIC APPLIANCES



SAFETY STORAGE



AVIATION INDUSTRY



ELECTRICAL AND ELECTRONICS



IT INDUSTRY



HEALTH CARE INDUSTRY



Industries Served

OUR RESPONSIBILITY

Creating Value Beyond Business

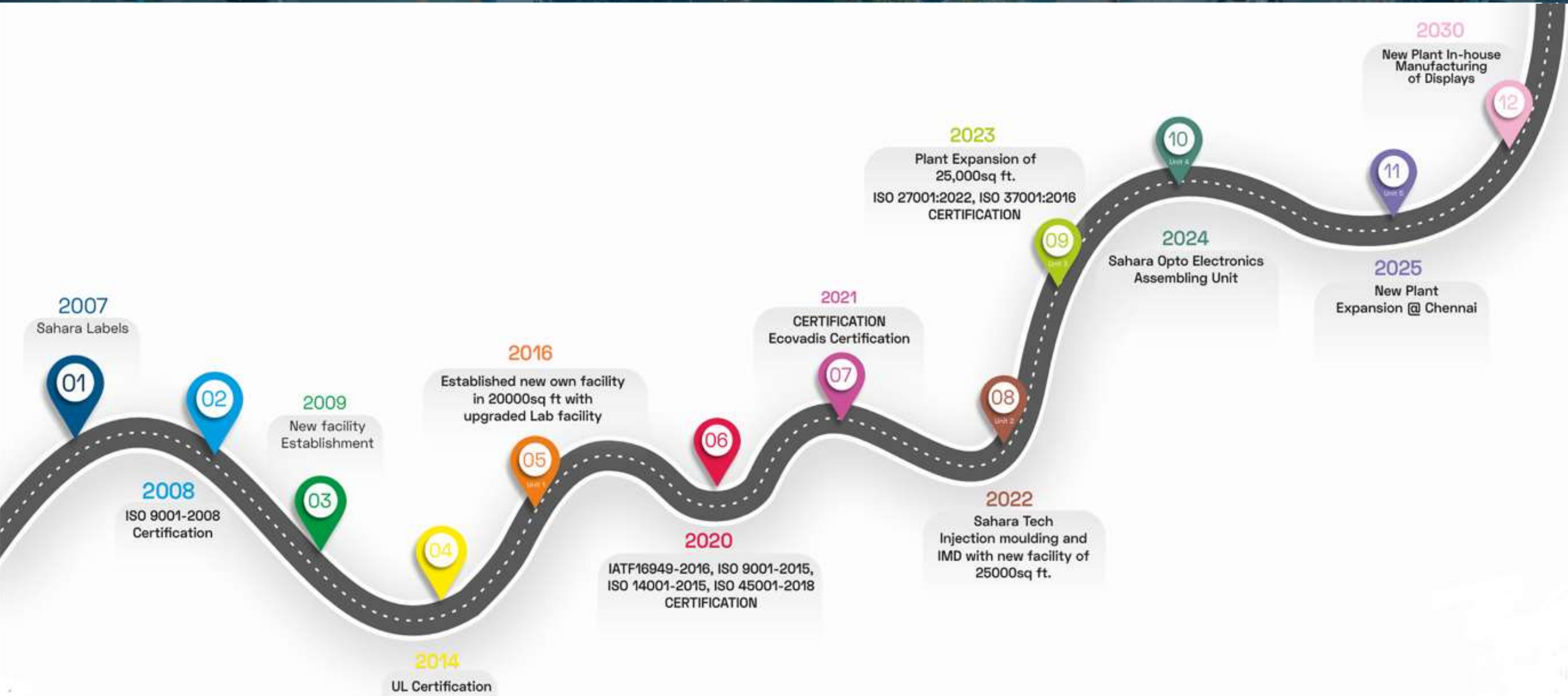
Sahara Group of Industries is committed to conducting business in a responsible, ethical, and sustainable manner. As a manufacturing group serving industrial, automotive, electronics, and engineering sectors, we recognize our responsibility towards people, the environment, customers, employees, and the communities around us.

Our CSR approach is built around sustainable growth, workplace safety, skill development, environmental responsibility, and community support.

Our CSR Vision

To contribute towards a safer, greener, and more inclusive future by integrating responsible practices into our business operations and supporting initiatives that benefit employees, communities, and the environment.

MILESTONE JOURNEY



Certification



Sahara Labels Pvt. Ltd. maintains internationally recognized certifications that demonstrate our commitment to quality, safety, information security, and regulatory compliance. These certifications ensure our manufacturing processes consistently meet global automotive and industrial standards.

IATF 16949:2024



Automotive quality management system certification ensuring defect prevention, process consistency, and continual improvement across all processes.

IATF 16949 Annexure:2024



Systems covering extended manufacturing units and locations are officially included under the same IATF 16949 certification.

ISO 45001:2018



Occupational health and safety management systems Certification ensuring a safe and healthy workplace.

ISO 9001:2015



International standard for quality management systems focused on customer satisfaction and continuous improvement.

Certification

ISO 37001:2025



Anti-bribery management system certification promoting ethical business practices and regulatory compliance.

ISO/IEC 27001:2022



Information security management certification ensuring protection of data, systems, and sensitive business information.

UL RECOGNIZED MH60065

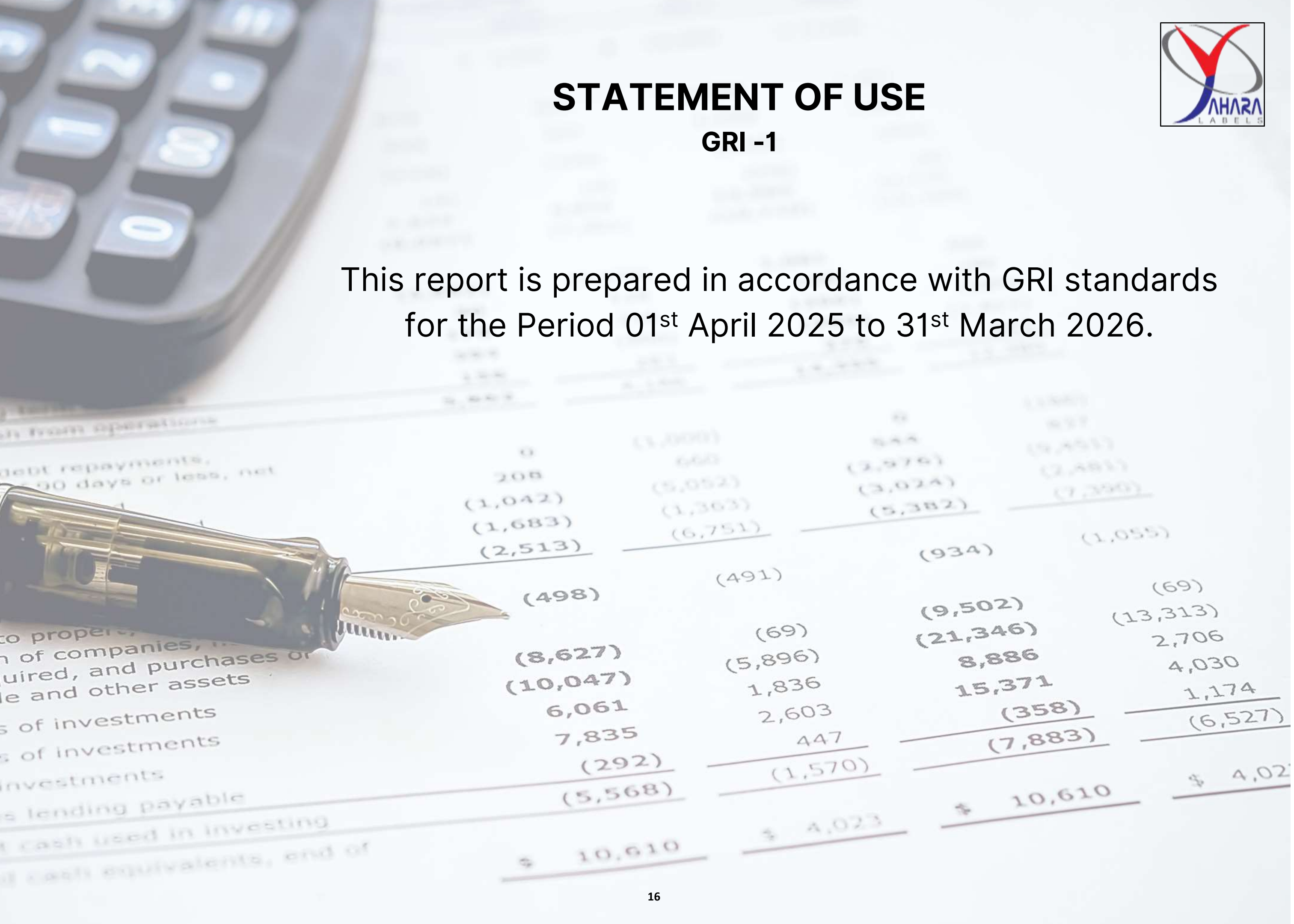


UL recognition confirming compliance with safety standards for components used in regulated industrial applications.

STATEMENT OF USE

GRI -1

This report is prepared in accordance with GRI standards for the Period 01st April 2025 to 31st March 2026.



	0	(1,000)	844	(1,000)
	208	660	837	837
	(1,042)	(5,052)	(2,976)	(9,451)
	(1,683)	(1,363)	(3,024)	(2,481)
	(2,513)	(6,751)	(5,382)	(7,396)
			(934)	(1,055)
	(498)	(491)		
	(8,627)	(69)	(9,502)	(69)
	(10,047)	(5,896)	(21,346)	(13,313)
	6,061	1,836	8,886	2,706
	7,835	2,603	15,371	4,030
	(292)	447	(358)	1,174
	(5,568)	(1,570)	(7,883)	(6,527)
	\$ 10,610	\$ 4,023	\$ 10,610	\$ 4,023

Disclosure



GRI 2: General Disclosures 2021

General Disclosures

GRI 2

General Disclosures 2021 provides comprehensive information about Sahara Labels Private Limited's organizational profile, governance structure, reporting practices, business activities, strategy, ethics, stakeholder engagement, and management approach. These disclosures enable stakeholders to understand the company's operations, sustainability context, and ESG governance framework. SLPL has prepared this report in accordance with the GRI Standards by providing transparent information regarding its organizational structure, operational boundaries, reporting period, governance responsibilities, policy commitments, and stakeholder relationships. The disclosures enhance accountability, strengthen stakeholder confidence, and demonstrate the company's commitment to responsible corporate governance and sustainable business management.

Organizational Details

GRI 2-1

Company Name: Sahara Labels Private Limited

Business Nature: Manufacturing

Industry: Industrial Printing and Label Manufacturing

Products: Screen Printing Labels, Decals, Dials, Insulators, Foam Components, Screen Printing on Plastic Parts

Headquarters: Bengaluru, Karnataka, India

Reporting Period: 01st April 2025 – 31st March 2026

Reporting Framework: GRI Standards 2021

Sustainability Focus: Environmental, Social and Governance (ESG) Integration

Entities Included in Sustainability Reporting

GRI 2-2

This Corporate Sustainability Report covers the sustainability performance of Sahara Labels Private Limited for the reporting period from 01st April 2025 to 31st March 2026. The report includes all manufacturing operations, production activities, administrative functions, warehouses, utilities, and support services operating under the company's operational control. Environmental, social, governance, and economic information presented in this report reflects activities performed within the defined reporting boundary. Unless otherwise specified, no subsidiaries, joint ventures, or independently managed entities are excluded. The disclosures provide a comprehensive overview of SLPL's sustainability performance across its operational activities and business functions.



Reporting Period, Frequency and Contact Point

GRI 2-3

This Sustainability Report covers the reporting period from 01st April 2025 to 31st March 2026 and is published annually to communicate Sahara Labels Private Limited's sustainability performance to stakeholders. The report has been prepared in accordance with the GRI Standards 2021 using verified operational data and documented management information. Annual reporting enables stakeholders to monitor progress, compare performance trends, and evaluate the company's sustainability commitments over time. Questions, feedback, or requests regarding this report may be directed to the Sustainability or ESG Coordinator at Sahara Labels Private Limited through the company's registered corporate office.

External Assurance

GRI 2-5

This Sustainability/CSR Report has been independently assured by BMQR Certifications Pvt. Ltd. in accordance with AA1000AS v3, ISO 17029:2019, and the GRI Standards. The assurance engagement was conducted at a Type 2 and High Assurance level to evaluate the accuracy, completeness, reliability, and credibility of the information disclosed in the report. The independent assessment confirms that the reported sustainability data and disclosures fairly represent the organization's environmental, social, and governance (ESG) performance. This assurance enhances stakeholder confidence by demonstrating transparency, accountability, and adherence to internationally recognized assurance principles, reinforcing the organization's commitment to responsible and sustainable business practices.



Activities, Value Chain and Other Business Relationships

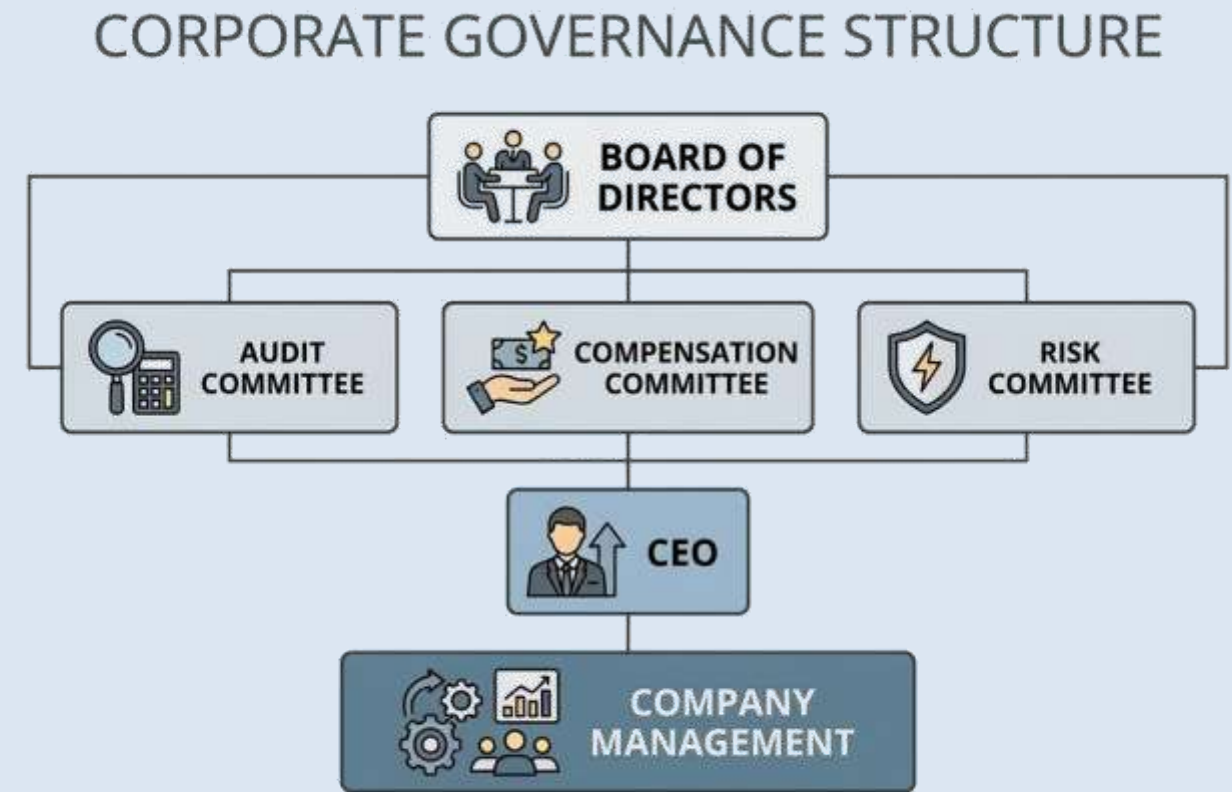
GRI 2-6

Sahara Labels Private Limited manufactures and supplies screen printing labels, decals, dials, insulators, foam components, and screen-printed industrial products for customers across multiple industrial sectors. The company's value chain includes responsible procurement of raw materials, manufacturing, quality assurance, packaging, logistics, product delivery, customer support, and end-of-life product stewardship. SLPL maintains collaborative relationships with suppliers, contractors, logistics providers, customers, and regulatory authorities to ensure sustainable business operations. ESG considerations are integrated into procurement, supplier evaluation, operational management, and customer engagement to promote responsible manufacturing and long-term value creation throughout the value chain.

Governance Structure and Composition

GRI 2-9

SLPL has established a governance framework that promotes accountability, transparency, ethical decision-making, and effective oversight of business operations. The Managing Director provides strategic direction while functional department heads oversee operational performance, quality, environmental management, occupational health and safety, human resources, finance, procurement, and regulatory compliance. Sustainability responsibilities are integrated into business functions through coordinated management systems and periodic performance reviews. The governance structure supports effective implementation of ESG objectives, compliance with legal requirements, responsible risk management, and continual improvement across all operational and administrative activities.



Policy Commitments

GRI 2-23

Sahara Labels Private Limited has established comprehensive policies covering environmental protection, occupational health and safety, human rights, business ethics, anti-corruption, quality management, responsible procurement, employee welfare, and regulatory compliance. These policy commitments guide decision-making throughout the organization and support responsible business conduct. All employees, contractors, suppliers, and business partners are expected to comply with applicable policies and ethical standards. Regular communication, awareness programmes, employee training, management reviews, and internal audits ensure that policy commitments are effectively implemented, monitored, and continuously improved to support the company's sustainability objectives.

Approach to Stakeholder Engagement

GRI 2-29

SLPL actively engages with stakeholders to understand their expectations, strengthen relationships, and improve sustainability performance. Key stakeholders include employees, customers, suppliers, shareholders, regulatory authorities, financial institutions, local communities, contractors, and industry associations. Engagement activities include meetings, customer feedback, supplier evaluations, employee consultations, surveys, audits, training programmes, grievance mechanisms, and management reviews. Stakeholder feedback is considered during strategic planning, risk assessment, policy development, and sustainability initiatives. Continuous engagement enables the company to address stakeholder concerns, improve business performance, strengthen transparency, and create long-term shared value through responsible and sustainable business practices.

Process to Determine Material Topics

GRI 3-1

SLPL follows a structured materiality assessment process to identify sustainability topics that are most relevant to its business operations and stakeholders. The process includes reviewing legal requirements, customer expectations, ESG trends, operational risks, industry benchmarks, stakeholder feedback, internal management discussions, and sustainability performance data. Identified topics are evaluated based on their significance to business success, environmental and social impacts, stakeholder influence, and strategic priorities. Senior management reviews and approves the final material topics, ensuring alignment with organizational objectives, responsible business practices, and the requirements of the GRI Standards 2021.

List of Material Topics

GRI 3-2

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Management of Material Topics

GRI 3-3

SLPL manages its material sustainability topics through integrated management systems, documented policies, measurable objectives, operational controls, employee awareness programmes, internal audits, performance monitoring, and periodic management reviews. Responsibilities for each material topic are assigned to relevant functional departments to ensure accountability and effective implementation. Key performance indicators are regularly monitored to evaluate progress and identify opportunities for continual improvement. The company reviews material topics annually to address changing stakeholder expectations, emerging sustainability risks, regulatory developments, and evolving business priorities, ensuring that sustainability remains embedded throughout organizational decision-making and operations.



governance

Economic Performance

GRI 201

Sahara Labels Private Limited (SLPL) integrates economic sustainability with responsible business practices and employee welfare. During the reporting period, 100% of direct employees were covered by living-wage benchmarking, while 0% of direct employees were paid below the living wage. Similarly, 0% of all employees, including non-employee workers, were paid below the living wage. The average wage gap against the living-wage benchmark was also 0%. SLPL's annual total compensation ratio was 0.95 in 2025–26, compared with 0.90 in the previous year. These indicators demonstrate the company's commitment to fair compensation, employee economic security, responsible value creation, and sustainable business performance.

Market Presence

GRI 202

SLPL supports responsible market presence by maintaining fair employment conditions and equitable compensation practices. During April 2025–March 2026, 100% of direct employees were covered by living-wage benchmarking, and 0% were paid below the applicable living-wage benchmark. The same 0% below-living-wage result applied when direct and non-employee workers were considered together. The company's average wage gap against the living-wage benchmark remained at 0%, demonstrating equitable compensation practices. The annual total compensation ratio was 0.95, supporting balanced remuneration. These results demonstrate SLPL's commitment to decent work, fair wages, social responsibility, and sustainable economic participation within its operating environment.



Indirect Economic Impacts

GRI 203

SLPL recognizes that its manufacturing activities generate economic and social value beyond direct financial performance through employment, skills development, responsible sourcing, environmental initiatives, and customer support. During 2025–26, 100% of employees participated in career development programmes, while average training reached 27.2 hours per employee. Environmental service and advocacy activities increased to 12, compared with 9 in the previous year. Customer safety awareness participation remained at 100%. These initiatives contribute indirectly to employee capability, community awareness, operational resilience, and responsible industrial development. SLPL continues to integrate ESG considerations into business decisions to create broader and sustainable stakeholder value.

Procurement Practices

GRI 204

SLPL promotes responsible procurement by integrating sustainability and ESG considerations into supplier management. During the reporting period, 100% of targeted suppliers had signed the Supplier Code of Conduct, and 100% of supplier contracts included environmental, labour, and human rights requirements. Furthermore, 100% of targeted suppliers were covered by sustainability assessments and sustainability on-site audits. Supplier corrective-action and capacity-building engagement reached 100%. In addition, 100% of buyers received training on sustainable procurement, demonstrating strong internal procurement capability. These results reflect SLPL's commitment to responsible sourcing, ethical supply chains, supplier accountability, environmental stewardship, human rights, and long-term sustainable procurement practices.



Anti-Corruption

GRI 205

SLPL maintains a zero-tolerance approach toward bribery, corruption, fraud, and unethical business practices. During 2025–26, 100% of employees participated in anti-corruption awareness training, while 100% received fraud awareness training. Business ethics training coverage also remained at 100%. The number of confirmed corruption incidents was 0, and reported bribery cases were 0. Whistleblower reports were also 0, compared with 6 in the previous year. These results demonstrate strong ethical governance, employee awareness, compliance controls, and confidential reporting mechanisms. SLPL continues to strengthen integrity through awareness programmes, internal controls, transparent reporting, ethical procurement, and responsible decision-making.

Anti-Competitive Behavior

GRI 206

SLPL is committed to conducting business fairly and transparently and does not tolerate anti-competitive practices, collusion, unfair market manipulation, or other conduct that could adversely affect fair competition. The supplied KPI register does not identify a separate quantitative KPI for confirmed anti-competitive behaviour during 2025–26. However, the company's governance indicators demonstrate strong ethical controls, including 100% employee business ethics training, 100% anti-corruption training, 0 confirmed corruption incidents, and 0 bribery cases. SLPL expects employees, suppliers, contractors, and business partners to comply with applicable competition and ethical business requirements. These controls support responsible market conduct and transparent commercial relationships.



ENVIRONMENT

Materials

GRI 301

SLPL is committed to improving material efficiency, promoting circular resource use, and strengthening sustainable procurement practices. During the reporting period April 2025–March 2026, the recycled wood and wood-based material usage rate reached 100%, compared with 12% in the previous year, representing significant progress in the use of recycled materials. Similarly, the certified wood and wood-based material procurement rate reached 100%, compared with 17% in the previous year. Both indicators have a 100% target for 2026–2027 and are assured as per AA1000AS v3. These achievements demonstrate SLPL's strong commitment to circular material utilization, responsible sourcing, sustainable procurement, resource conservation, and continual improvement of its environmental performance.

Energy

GRI 302

Incorporation of renewable energy sources, such as solar and wind, to power operations, reducing reliance on fossil fuels. Sahara Labels Private Limited (SLPL) is committed to improving energy efficiency and reducing its environmental footprint through responsible energy management. During the reporting period (April 2025 – March 2026), the company recorded a total energy consumption of 126,987 kWh, representing a reduction from 129,689 kWh in the previous year and approximately 8% improvement compared to the baseline of 137,794 kWh in 2021–2022. Additionally, renewable energy consumption increased to 72,540 kWh, demonstrating significant progress towards clean energy adoption. SLPL achieved an energy intensity reduction of 7.4%, exceeding the industry benchmark. Energy conservation initiatives include LED lighting, energy-efficient machinery, preventive maintenance, process optimization, and employee awareness programmes, supporting continual improvement in operational efficiency and climate performance.



Water and Effluents

GRI 303

SLPL actively manages water consumption and promotes conservation and reuse. During 2025–26, total water consumption was 628.35 cubic metres, compared with 641.17 cubic metres in the previous year and 719.06 cubic metres in 2021–22. Water consumption therefore continued its downward trend. Water recycling and reuse increased to 19,791 litres, compared with 17,992 litres in 2024–25. The company's KPI target for the next reporting period is 22,000 litres of recycled and reused water. These results demonstrate continued progress in water stewardship, conservation, resource efficiency, and circular water management through monitoring, reuse initiatives, preventive controls, and employee awareness.

Biodiversity

GRI 304

SLPL recognizes the importance of protecting biodiversity and maintaining environmentally responsible premises. The company's green landscape coverage increased to 5.4% during 2025–26, compared with 5.2% in the previous year and 3.4% in 2021–22. The company's target for 2026–27 is 6% green landscape coverage. SLPL's approach includes maintaining green areas, improving site landscaping, preventing unnecessary environmental disturbance, and promoting environmental awareness among employees. Although the company operates in an industrial environment, it seeks to minimize potential impacts on surrounding ecological conditions. Continued improvement of green spaces supports biodiversity awareness, environmental quality, employee well-being, and responsible site management.



Emissions

GRI 305

SLPL monitors greenhouse gas emissions across its direct operations, purchased energy, and wider value chain. During 2025–26, total reported GHG emissions were 870.10 tCO₂e, comprising 374.00 tCO₂e Scope 1, 27.44 tCO₂e Scope 2, and 468.66 tCO₂e Scope 3. Scope 3 consisted of 277.60 tCO₂e upstream and 191.06 tCO₂e downstream emissions. SLPL continues to reduce emissions through energy efficiency, renewable energy adoption, preventive maintenance, sustainable procurement, waste reduction, and logistics optimization. These measures support climate action and strengthen the organization's environmental performance. The company continues to monitor emission trends and identify opportunities for further carbon reduction.

Direct (Scope 1) GHG Emissions

GRI 305-1

Sahara Labels Private Limited (SLPL) recorded 374.00 tCO₂e of direct (Scope 1) greenhouse gas emissions during the reporting period. These emissions primarily originated from fuel combustion in diesel generators, company-owned vehicles, and other stationary combustion sources under the organization's operational control. SLPL continuously monitors fuel consumption and implements energy-efficient operational practices, preventive equipment maintenance, and optimized resource utilization to minimize direct emissions. Regular evaluation of emission sources enables the company to identify improvement opportunities, enhance fuel efficiency, and support climate change mitigation. Reducing Scope 1 emissions remains an important component of SLPL's environmental sustainability strategy.



Energy Indirect (Scope 2) GHG Emissions

GRI 305-2

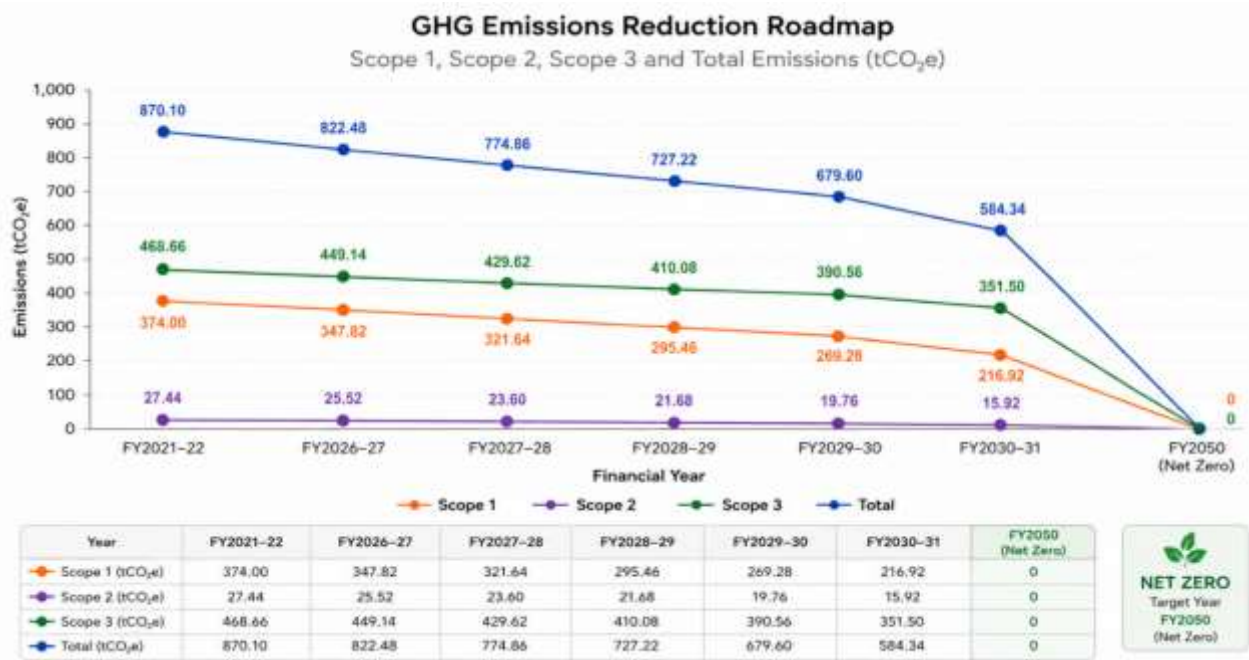
During FY 2025–26, Sahara Labels Private Limited reported 27.44 tCO₂e of energy indirect (Scope 2) greenhouse gas emissions resulting from purchased electricity consumed in manufacturing and administrative operations. The company actively monitors electricity consumption and implements energy conservation initiatives including LED lighting, energy-efficient machinery, preventive maintenance, optimized production scheduling, and employee awareness programmes. These initiatives improve energy performance while reducing carbon emissions associated with purchased electricity. SLPL also evaluates opportunities to increase renewable energy adoption and improve energy efficiency. Continuous monitoring of Scope 2 emissions supports the company's long-term climate action and carbon reduction objectives.

Other Indirect (Scope 3) GHG Emissions

GRI 305-3

Sahara Labels Private Limited generated 468.66 tCO₂e of other indirect (Scope 3) greenhouse gas emissions across its value chain during the reporting period. These emissions include upstream and downstream activities such as purchased goods and services, transportation, logistics, employee commuting, business travel, waste management, and product distribution. Scope 3 emissions represent a significant portion of the company's total carbon footprint and are managed through supplier engagement, sustainable procurement, logistics optimization, waste reduction, and resource efficiency initiatives. SLPL collaborates with business partners to improve environmental performance and reduce indirect emissions throughout its value chain.

Science Based Targets initiative (SBTi) Near-Term Targets



SBTi Reduction Trajectory

Financial Year	Scope 1	Scope 2	Scope 3	Total (tCO ₂ e)	Total Reduction vs Baseline (%)
FY2021–22 (Baseline)	374.00	27.44	468.66	870.10	0.0%
FY2026–27	347.82	25.52	449.14	822.48	5.5%
FY2027–28	321.64	23.60	429.62	774.86	10.9%
FY2028–29	295.46	21.68	410.08	727.22	16.4%
FY2029–30	269.28	19.76	390.56	679.60	21.9%
FY2030–31	216.92	15.92	351.50	584.34	32.8%
FY2050	0	0	Net Zero*	Net Zero	100% (Net Zero Goal)

Upstream Scope 3 Emissions

GRI 305-3

SLPL recorded 277.60 tCO₂e of upstream Scope 3 greenhouse gas emissions during the reporting period. These emissions primarily arose from purchased raw materials, supplier operations, inbound transportation, employee commuting, business travel, and waste generated during manufacturing activities. The company works closely with suppliers and logistics partners to improve environmental performance through responsible procurement, efficient transportation planning, optimized material utilization, and sustainable sourcing practices. Supplier environmental assessments and continuous engagement encourage the adoption of lower-carbon operations. These initiatives support the reduction of upstream emissions while strengthening sustainability across SLPL's supply chain.

Downstream Scope 3 Emissions

GRI 305-3

During FY 2025–26, Sahara Labels Private Limited reported 191.06 tCO₂e of downstream Scope 3 greenhouse gas emissions. These emissions were associated with outbound transportation, product distribution, customer logistics, and downstream activities occurring after products leave the company's operational control. SLPL collaborates with logistics service providers and customers to optimize transportation routes, improve vehicle utilization, reduce fuel consumption, and minimize environmental impacts. Continuous evaluation of distribution practices and efficient logistics planning contribute to lowering downstream emissions. The company remains committed to enhancing value chain sustainability through responsible distribution and collaborative emission reduction initiatives.

GHG Emissions Intensity

GRI 305-4

SLPL monitors GHG emissions intensity as an indicator of carbon efficiency and operational performance. During 2025–26, total GHG emissions amounted to 870.10 tCO₂e, comprising 374.00 tCO₂e Scope 1, 27.44 tCO₂e Scope 2, and 468.66 tCO₂e Scope 3. The KPI register reports an energy intensity reduction of 7.4%, compared with 5.1% in the previous year, demonstrating continued improvement in energy efficiency. SLPL uses operational performance, energy consumption, production efficiency, and emission data to identify improvement opportunities. Process optimization, energy conservation, renewable energy adoption, and preventive maintenance support the company's objective of improving carbon efficiency while maintaining product quality.



Reduction of GHG Emissions

GRI 305-5

SLPL has demonstrated continued progress in reducing greenhouse gas emissions. Scope 1 emissions decreased to 374.00 tCO₂e in 2025–26 from 381 tCO₂e in the previous year. Scope 2 emissions decreased to 27.44 tCO₂e from 30.11 tCO₂e. Total Scope 3 emissions decreased to 468.66 tCO₂e from 478.26 tCO₂e. Upstream Scope 3 emissions were 277.60 tCO₂e, while downstream emissions were 191.06 tCO₂e. Total energy consumption also decreased to 126,987 kWh. These improvements reflect energy conservation, operational efficiency, sustainable sourcing, logistics optimization, and continued efforts to reduce the organization's overall carbon footprint.

Emissions of Ozone-Depleting Substances

GRI 305-6

SLPL is committed to preventing emissions of ozone-depleting substances through responsible management of air-conditioning and refrigeration systems. The supplied KPI register does not provide a separate quantitative ODS emission value for 2025–26. SLPL therefore manages this area through preventive maintenance, periodic inspection of refrigeration and air-conditioning equipment, leak prevention, and responsible refrigerant handling. Authorized personnel or service providers are expected to manage refrigerants in accordance with applicable environmental requirements. The company promotes environmentally preferable alternatives where technically feasible. These practices support ozone-layer protection, environmental compliance, efficient equipment operation, and continual improvement in environmental management.



NO_x, SO_x and Other Significant Air Emissions

GRI 305-6

SLPL monitors air-quality performance as part of its environmental management programme. During 2025–26, the company's reported Air Quality Index (AQI) was 42.3, improving from 45.9 in the previous year and 72 in 2021–22. The target for 2026–27 is an AQI of 40. The KPI register does not provide separate quantified NO_x or SO_x emission values; therefore, these figures have not been estimated. SLPL uses equipment maintenance, pollution-control measures, good housekeeping, process controls, and environmental monitoring to manage air-emission risks. These initiatives support improved air quality, pollution prevention, regulatory compliance, and responsible manufacturing practices.



Waste

GRI 306

SLPL implements waste minimization, segregation, recovery, recycling, and responsible disposal practices across its operations. During 2025–26, hazardous waste decreased to 76.34 kg, compared with 79.53 kg in the previous year. Non-hazardous waste decreased to 3,401.74 kg, compared with 3,471.16 kg. Waste sent to landfill reduced to 3,546 litres from 3,621 litres. Waste recovery increased to 394.65 kg, compared with 383.16 kg previously. These results demonstrate continued progress in resource efficiency and circularity. SLPL emphasizes segregation at source, recovery of recyclable materials, responsible disposal, employee awareness, and continual improvement of waste-management practices.

Environmental Compliance

GRI 307

SLPL is committed to complying with applicable environmental laws, regulations, permits, and internal environmental requirements. During 2025–26, the company conducted 12 environmental service and advocacy activities, compared with 9 in the previous year. Environmental incident response and investigation performance reached 100%, compared with 94% in 2023–24. These indicators demonstrate strengthening environmental governance, awareness, and response capability. SLPL monitors environmental risks associated with its operations and implements corrective and preventive actions when required. Environmental awareness, compliance monitoring, incident investigation, waste management, energy conservation, and water stewardship support the company's objective of preventing environmental impacts and maintaining responsible operational practices.

Supplier Environmental Assessment

GRI 308

SLPL integrates environmental considerations into supplier engagement and responsible procurement practices. During 2025–26, 100% of buyers received ESG supply-chain training, supporting informed environmental decision-making during procurement. 100% of targeted suppliers were covered by sustainability assessments, while 100% were covered by sustainability on-site audits according to the KPI register. Supplier contracts containing environmental, labour, and human-rights requirements also remained at 100%. Supplier corrective-action and capacity-building engagement reached 100%. These indicators demonstrate comprehensive supplier oversight and environmental awareness. SLPL continues to encourage suppliers to improve resource efficiency, pollution prevention, legal compliance, responsible sourcing, and sustainable operational performance.



SOCIAL

Employment

GRI 401

SLPL promotes decent employment conditions, employee welfare, professional development, and workforce stability. During 2025–26, 100% of employees participated in career development programmes, demonstrating strong commitment to employee growth. Average training hours increased to 27.2 hours per employee, compared with 24.8 hours previously. Health insurance coverage remained at 100%, ensuring continued employee social protection. The company also maintained 0% of employees paid below the living-wage benchmark. These indicators demonstrate SLPL's commitment to fair employment, employee development, social protection, and workplace well-being. Through training, benefits, career opportunities, and fair compensation, SLPL seeks to create a motivated, capable, and sustainable workforce.



Labor/Management Relations

GRI 402

SLPL supports constructive communication between employees and management and promotes employee participation in social dialogue. During 2025–26, 21 employees participated in social dialogue, increasing from 17 in the previous year. Health insurance coverage remained at 100%, supporting employee welfare and social protection. SLPL encourages employees to communicate workplace concerns through appropriate channels and promotes transparent management-employee interaction. Regular consultation supports identification of workplace improvement opportunities and strengthens employee engagement. The organization seeks to maintain positive labour-management relationships through respectful communication, fair employment practices, grievance mechanisms, health and safety programmes, and employee participation in matters affecting workplace conditions.

Occupational Health and Safety

GRI 403

SLPL places strong emphasis on occupational health and safety and aims to prevent workplace injuries and occupational health risks. During 2025–26, 100% of employees completed safety training, while the number of reportable safety incidents remained at 0. Work-related accidents were also 0, and days lost due to work-related injuries, fatalities, and ill health were 0. These results demonstrate effective safety controls and employee awareness. SLPL maintains safety procedures, emergency preparedness, PPE requirements, workplace inspections, training, incident reporting, and corrective-action processes. Continuous monitoring and employee participation support the company's objective of maintaining a safe, healthy, and compliant workplace.

Training and Education

GRI 404

SLPL considers employee learning and development essential to maintaining a skilled and adaptable workforce. During 2025–26, 100% of employees participated in career development programmes, while average training increased to 27.2 hours per employee, compared with 24.8 hours in the previous year. Safety training completion reached 100%, anti-corruption awareness reached 100%, fraud awareness reached 100%, and child-labour-law awareness also reached 100%. These results demonstrate comprehensive employee development covering technical, safety, ethical, and social responsibilities. SLPL continues to strengthen competency through structured training, awareness programmes, career development, and continual learning opportunities across organizational functions.

Diversity and Equal Opportunity

GRI 405

SLPL promotes diversity, equal opportunity, inclusion, and equitable career development across its workforce. During 2025–26, women represented 46.5% of the total workforce, compared with 44.2% previously. Women in top management increased to 18.6%, while women on the board reached 22%. Representation of minority or vulnerable groups reached 41.6%, with 17% represented at top-management level. The unadjusted gender pay gap remained at 0%. These results demonstrate progress in inclusive workforce participation, leadership diversity, and pay equity. SLPL continues to promote equal opportunity, merit-based advancement, inclusive recruitment, and a respectful workplace culture.

Non-discrimination

GRI 406

SLPL maintains a zero-tolerance approach toward discrimination, harassment, intimidation, and unfair treatment. During 2025–26, the number of reported discrimination and harassment incidents remained at 0, while identified discrimination or harassment incidents requiring corrective action also remained at 0. The company promotes equal opportunity and respectful treatment irrespective of gender, background, social status, or other legally protected characteristics. Employees can raise concerns through established grievance and reporting mechanisms. Awareness and ethical-conduct programmes reinforce expected workplace behaviour. SLPL's continued zero-incident performance demonstrates its commitment to maintaining a safe, inclusive, dignified, and respectful working environment.



Freedom of Association and Collective Bargaining

GRI 407

SLPL respects employees' rights to participate in social dialogue and communicate collectively in accordance with applicable laws and organizational procedures. During 2025–26, 21 employees participated in social dialogue, compared with 17 in 2024–25 and 7 in 2021–22. The company encourages constructive communication between employees and management and provides appropriate mechanisms for raising workplace concerns. SLPL seeks to ensure that employees can express concerns without intimidation or retaliation. Through consultation, grievance mechanisms, and transparent communication, the company supports positive labour-management relations. These practices contribute to employee engagement, workplace stability, mutual understanding, and responsible labour practices.

Child Labor and Forced or Compulsory Labor

GRI 408 & GRI 409

SLPL is firmly committed to protecting human rights by maintaining a workplace free from child labour, forced labour, bonded labour, trafficking, and compulsory employment. During 2025–26, 100% employee awareness of child-labour laws was achieved, while the number of labour and human-rights incidents remained at 0. Employment is based on freely agreed terms, and age-verification procedures support prevention of child labour. Suppliers and contractors are also expected to comply with applicable human-rights requirements. SLPL's zero-incident performance, awareness training, supplier controls, and grievance mechanisms demonstrate its commitment to ethical employment, worker dignity, freedom, and responsible supply-chain practices.



Security Practices

GRI 410

SLPL recognizes the importance of responsible security practices and expects security personnel to respect human rights, dignity, and applicable legal requirements. The supplied KPI register does not provide a separate quantitative indicator for security personnel training or human-rights incidents involving security staff during 2025–26. However, SLPL's broader human-rights performance recorded 0 labour/human-rights incidents and 0 discrimination or harassment incidents. Security personnel and relevant service providers are expected to follow company procedures, lawful conduct requirements, emergency protocols, and respectful workplace standards. SLPL continues to emphasize responsible security management, appropriate conduct, prevention of abuse, and protection of employees, visitors, and company assets.

Rights of Indigenous Peoples

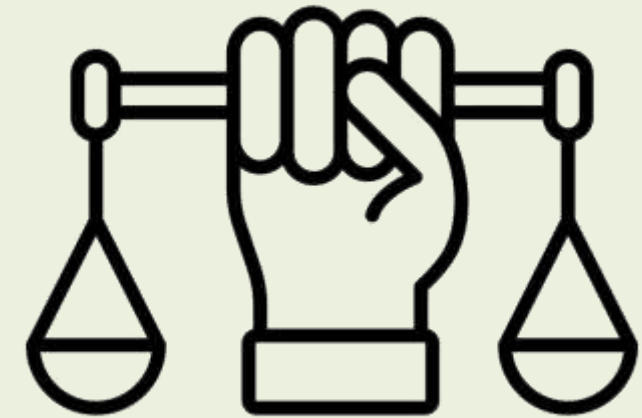
GRI 411

SLPL respects fundamental human rights and recognizes the importance of avoiding adverse impacts on communities and vulnerable groups. The supplied KPI register does not identify a separate quantitative indicator specifically measuring impacts on Indigenous Peoples during 2025–26. However, the company recorded 0 external stakeholder human-rights incidents, demonstrating strong performance in its broader human-rights management. SLPL expects employees, suppliers, contractors, and business partners to respect applicable human-rights principles and legal requirements. Responsible stakeholder engagement, ethical sourcing, grievance mechanisms, and supplier assessments support prevention of adverse social impacts. The company remains committed to respectful and inclusive business practices.

Human Rights Assessment

GRI 412

SLPL integrates human-rights considerations into employment, procurement, supplier management, and business relationships. During 2025–26, external stakeholder human-rights incidents remained at 0, compared with 0 in each of the preceding reporting years. The company also maintained 0 labour/human-rights incidents across its workforce. Supplier contracts containing environmental, labour, and human-rights requirements remained at 100%, while targeted suppliers covered by sustainability assessments reached 100%. These indicators demonstrate systematic attention to human-rights risks. SLPL continues to promote ethical employment, responsible sourcing, employee awareness, supplier monitoring, grievance mechanisms, and stakeholder engagement to protect fundamental rights throughout its value chain.



Local Communities

GRI 413

SLPL recognizes its responsibility to operate as a responsible industrial organization and contribute positively to surrounding stakeholders. During 2025–26, the company conducted 12 environmental service and advocacy activities, compared with 9 in the previous year, supporting environmental awareness and stakeholder engagement. Customer safety awareness sessions reached 100%, strengthening communication with customers regarding safe product use. SLPL also maintains environmental controls covering water, waste, energy, air quality, and biodiversity. Although the KPI register does not provide a separate monetary community-investment value, the recorded activities demonstrate ongoing engagement with environmental and stakeholder priorities. SLPL continues to promote responsible operations and positive community relationships.

Supplier Social Assessment

GRI 414

SLPL maintains comprehensive social assessment practices throughout its supply chain. During 2025–26, 100% of targeted suppliers were covered by sustainability assessments, and 100% were covered by sustainability on-site audits. Supplier contracts containing environmental, labour, and human-rights requirements remained at 100%. Supplier corrective-action and capacity-building engagement also reached 100%, demonstrating active supplier improvement. In addition, 100% of targeted suppliers signed the Supplier Code of Conduct. These indicators demonstrate strong social-risk oversight across the supply chain. SLPL continues to assess supplier labour practices, human rights, ethical conduct, and responsible working conditions while encouraging suppliers to implement corrective and continual improvement measures.

Public Policy

GRI 415

SLPL conducts its business responsibly and complies with applicable laws, regulations, and statutory requirements relevant to its manufacturing activities. The supplied KPI register does not provide a separate quantitative value for political contributions, lobbying expenditure, or public-policy engagement during 2025–26. SLPL's governance indicators nevertheless demonstrate strong ethical controls, including 100% employee business ethics training, 100% anti-corruption training, 0 confirmed corruption incidents, and 0 reported bribery cases. The company maintains a responsible approach to interactions with governmental and regulatory authorities. SLPL seeks to ensure that any engagement with public institutions remains lawful, transparent, ethical, and aligned with responsible corporate governance principles.

Customer Health and Safety

GRI 416

SLPL places strong emphasis on customer health and safety through product quality, safe-use information, customer awareness, and preventive controls. During 2025–26, the number of reported customer health and safety incidents remained at 0, compared with 0 in the previous year. Customer safety awareness sessions achieved 100%, demonstrating strong customer engagement and safety communication. SLPL continues to evaluate product-related risks and provides appropriate information and guidance to support safe product use. These measures help prevent potential customer harm, strengthen product stewardship, and support customer confidence. The company remains committed to continual improvement in product safety and responsible customer communication.



Marketing and Labeling

GRI 417

SLPL promotes responsible product communication and appropriate customer information for its industrial products. During 2025–26, the percentage of plastic-free, compostable, or minimal packaging used reached 45.1%, compared with 38.6% in the previous year, demonstrating continued progress in sustainable packaging. Customer safety awareness participation remained at 100%, supporting responsible product-use communication. SLPL seeks to ensure that product information, labels, specifications, safety instructions, and customer communications are accurate and appropriate for intended applications. These practices support product stewardship, customer awareness, sustainable packaging, transparency, and responsible marketing while strengthening customer confidence in SLPL's products and services.

Customer Privacy

GRI 418

SLPL recognizes customer privacy and information security as important components of responsible business conduct. During 2025–26, the number of confirmed information-security incidents was 0, compared with 0 in the previous two reporting years. This reflects continued emphasis on data protection, access controls, confidentiality, responsible information handling, and cybersecurity awareness. SLPL expects employees and relevant business partners to protect confidential customer and business information from unauthorized access, disclosure, alteration, or loss. The company continues to strengthen information-security practices through appropriate controls, awareness, monitoring, and responsible data management. Maintaining zero confirmed incidents supports customer trust and demonstrates SLPL's commitment to protecting customer information.



S. NO	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
1.	Safety Awareness	Enhance safety knowledge across workforce	Improve employee safety awareness consistently	Percentage	100
2.	Water	Conserve water through efficient usage, monitoring, recycling, and continual improvement initiatives.	Water	Cubic Meters	0.832
3.	Biodiversity	Protect biodiversity by maintaining green spaces and minimizing environmental impacts from operations.	Biodiversity	Percentage	5.4
4.	Energy Consumption and GHGs	Reduce energy consumption and greenhouse gas emissions through energy-efficient technologies and renewable energy adoption.	Energy consumption and GHGs	kWh	126987
5.	Air Pollution	Prevent air pollution by controlling emissions and maintaining clean manufacturing processes.	Air pollution	Index	42.3
6.	Materials, Chemicals, and Waste	Promote responsible material usage, safe chemical management, waste minimization, reuse, and recycling.	Materials, chemicals, and waste	Liters	3546
7.	Product Use	Promote sustainable product packaging and environmentally responsible product stewardship.	Product use	Percentage	45.1
8.	Anti-Corruption	Strengthen integrity through ethics training	Improve anti-corruption awareness	Percentage	100
9.	Product End-of-Life	Educate customers and employees on environmentally responsible product end-of-life management.	Product end-of-life	Count	61
10.	Customer Health and Safety	Supply safe, compliant, and high-quality products that protect customer health and safety.	Customer health and safety	Count	0
11.	Environmental Services and Advocacy	Support environmental awareness programs and community sustainability initiatives.	Environmental services and advocacy	Count	12
12.	Total Gross Scope 1 GHG Emissions	Reduce direct greenhouse gas emissions through operational efficiency and cleaner technologies.	Total gross Scope 1 GHG emissions	MT of CO2e	374
13.	Total Gross Location-Based Scope 2 GHG Emissions	Minimize purchased electricity emissions through energy conservation and renewable electricity sourcing.	Total gross location-based Scope 2 GHG emissions	MT of CO2e	27.44
14.	Total Gross Market-Based Scope 2 GHG Emissions	Increase renewable energy procurement and reduce market-based emissions.	Total gross market-based Scope 2 GHG emissions	MT of CO2e	27.44
15.	Total Gross Scope 3 GHG Emissions	Reduce value-chain emissions through responsible sourcing and sustainable logistics.	Total gross Scope 3 GHG emissions	MT of CO2e	468.66
16.	Total Gross Scope 3 Downstream GHG Emissions	Collaborate with customers and logistics partners to minimize downstream emissions.	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	191.06
17.	Total Gross Scope 3 Upstream GHG Emissions	Work with suppliers to improve environmental performance and reduce upstream emissions.	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	277.6
18.	Total Energy Consumption	Improve energy efficiency across all manufacturing and support operations.	Total energy consumption	kWh	126987
19.	Total Renewable Energy Consumption	Increase renewable energy usage to support climate action goals.	Total renewable energy consumption	kWh	72540
20.	Customer Safety	Enhance customer safety education continuously	Percentage of customer safety awareness	Percentage	100
21.	Total Water Consumption	Reduce freshwater consumption through conservation and efficient processes.	Total water consumption	Cubic Meter	628.35
22.	Total Amount of Water Recycled and Reused	Maximize water recycling and reuse wherever technically feasible.	Total amount of water recycled and reused	Liters	19791
23.	Total Weight of Hazardous Waste	Minimize hazardous waste generation and ensure environmentally sound disposal.	Total weight of hazardous waste	Kgs	76.34
24.	Total Weight of Non-Hazardous Waste	Reduce non-hazardous waste through waste segregation and recycling programs.	Total weight of non-hazardous waste	Kgs	3401.74
25.	Labor Rights	Build awareness of workforce rights	Enhance labor rights awareness continuously	Percentage	100
26.	Total Weight of Waste Recovered	Increase waste recovery and promote circular economy practices.	Total weight of waste recovered	Kgs	394.65
27.	Employee Health and Safety	Prevent workplace injuries and occupational illnesses through proactive risk management.	Employee health and safety	Count	0
28.	Working Conditions	Provide safe, healthy, inclusive, and fair working conditions for all employees.	Working conditions	Percentage	100
29.	Fraud Awareness	Strengthen fraud risk awareness programmes	Improve fraud awareness competency	Percentage	100
30.	Social Dialogue	Encourage open communication and constructive employee engagement.	Social dialogue	Count	21
31.	Career Management and Training	Develop employee competencies through continuous learning and career development opportunities.	Career management and training	Percentage	100
32.	Child Labor, Forced Labor, and Human Trafficking	Maintain zero tolerance for child labor, forced labor, and human trafficking across operations and the supply chain.	Child labor, forced labor, and human trafficking	Count	0
33.	Discrimination and Harassment	Maintain a workplace free from discrimination, harassment, and retaliation.	Discrimination and Harassment	Count	0
34.	External Stakeholder Human Rights	Respect and protect human rights throughout business relationships.	External stakeholder human rights	Count	0
35.	Number of Days Lost to Work-Related Injuries, Fatalities and Ill Health	Achieve zero lost-time injuries through effective occupational health and safety management.	Number of days lost to work-related injuries, fatalities and ill health	Count	0

S. NO	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
36.	Number of Work-Related Accidents	Eliminate workplace accidents through hazard identification and preventive measures.	Number of work-related accidents	Count	0
37.	Average Hours of Training per Employee	Enhance employee skills through structured learning and development programs.	Average hours of training per employee	Hours	27.2
38.	Percentage of Women Employed in the Whole Organization	Promote gender diversity and equal employment opportunities.	Percentage of women employed in the whole organization	Percentage	46.5
39.	Percentage of Employees from a Minority or Vulnerable Group	Foster diversity, inclusion, and equal opportunity for all employees.	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	41.6
40.	Percentage of Employees Trained on Business Ethics	Embed ethical business practices through regular business ethics training.	Percentage of employees trained on business ethics	Percentage	100
41.	Number of Reports Related to Whistleblower Procedure	Maintain transparent and confidential whistleblower mechanisms.	Number of reports related to whistleblower procedure	Count	0
42.	Buyer Training	Enhance buyer ESG knowledge continuously	Improve buyer environmental knowledge	Percentage	100
43.	Number of Confirmed Corruption Incidents	Maintain zero tolerance toward corruption and bribery.	Number of confirmed corruption incidents	Count	0
44.	Percentage of Direct Employees Covered by a Living Wage Benchmarking Analysis	Ensure fair compensation through regular living wage assessments.	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
45.	Percentage of Direct Employees Paid Below Living Wage	Ensure that no direct employee is paid below the applicable living wage.	Percentage of direct employees paid below living wage	Percentage	0
46.	Percentage of All Employees Paid Below Living Wage	Provide fair wages across all workforce categories.	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
47.	Percentage of Average Wage Gap Below Living Wage Benchmark	Maintain equitable wages and reduce wage disparities.	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
48.	Ratio of Highest Paid Individual to Median Employee Compensation	Maintain responsible and equitable executive remuneration practices.	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.95
49.	Percentage of Women at Top Management Level	Increase women's representation in leadership positions.	Percentage of women at top management level	Percentage	18.6
50.	Percentage of Women within the Organization's Board	Promote gender diversity within the Board of Directors.	Percentage of women within the organization's board	Percentage	22
51.	Average Unadjusted Gender Pay Gap	Ensure equal pay for equal work regardless of gender.	Average unadjusted gender pay gap	Percentage	0
52.	Percentage of Employees from Minority or Vulnerable Groups at Top Management Level	Promote inclusive leadership and equal career advancement opportunities.	Percentage of employees from a minority or vulnerable group at top management level	Percentage	17
53.	Number of Identified Discrimination or Harassment Incidents	Maintain zero tolerance for workplace discrimination and harassment.	Number of identified discrimination or harassment incidents or corrective actions	Count	0
54.	Number of Confirmed Information Security Incidents	Protect confidential information through robust cybersecurity and data privacy controls.	Number of confirmed information security incidents	Count	0
55.	Percentage of Targeted Suppliers Who Have Signed the Supplier Code of Conduct	Engage suppliers who adhere to ethical, environmental, and social standards.	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
56.	Percentage of Targeted Suppliers with ESG Clauses in Contracts	Integrate environmental, labor, and human rights requirements into supplier agreements.	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
57.	Percentage of Targeted Suppliers Covered by Sustainability Assessment	Regularly assess supplier sustainability performance.	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
58.	Whistleblower Protection	Support safe reporting without retaliation	Safeguard whistleblowers reporting security concerns	Percentage	100
59.	Percentage of Targeted Suppliers Covered by Sustainability On-site Audit	Conduct sustainability audits to improve supplier ESG performance.	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
60.	Percentage of Audited Suppliers Engaged in Corrective Actions	Support supplier improvement through corrective action and capacity-building initiatives.	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
61.	Percentage of Recycled Wood and Wood-Based Products	Increase the use of recycled and sustainably sourced wood-based materials wherever applicable.	Percentage of recycled wood and wood-based products or materials	Percentage	100
62.	Environmental Risk	Promote environmental risk prevention practices	Enhance environmental risk awareness	Percentage	100
63.	Percentage of Certified Wood and Wood-Based Products	Procure certified sustainable wood-based materials wherever feasible.	Percentage of certified wood and wood-based products or materials	Percentage	100
64.	Intensity Reduction Target	Continuously improve energy intensity and operational efficiency.	Intensity Reduction Target	Percentage	7.4
65.	Percentage of Buyers Receiving Sustainable Procurement Training	Ensure all procurement personnel receive regular sustainable procurement training.	Percentage of all buyers who received training on sustainable procurement	Percentage	100



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

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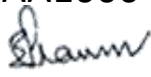
INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 2 & High assurance of the information and data disclosed within this report.

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

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : AA1000AS v3, ISO 17029:2019 and GRI
Type of Assurance : Type 2 & High Assurance
Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 
Date : 28th April, 2026

