



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

Prepared by:

Ms. Swetha - HR Manager



Approved by:

Mr. Sekar - Managing Director



Table of Contents



S. No	Index	Pg. No
1.	About us	03
2.	Certified by	06
3.	Members of	06
4.	Our Products	06
5.	Infrastructure	09
6.	Our Clients	11
7.	Corporate Sustainability Report	12
8.	Our Responsibility	12
9.	Milestone Journey	13
10.	Certification	14
11.	Statement of Use	16
12.	General Disclosure	17
13.	Governance	22
14.	Environmental	25
15.	Social	32
16.	Sustainability Performance Data	38
17.	GRI Index This report is prepared in accordance with GRI standards (2021)	39
18.	Independent Assurance Statement	40



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



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 SIGNAGE



AVIATION INDUSTRY



ELECTRICAL AND ELECTRONICS



HEALTH CARE INDUSTRY



IT INDUSTRY



Industries Served



OUR RESPONSIBILITY

Creating Value Beyond Business

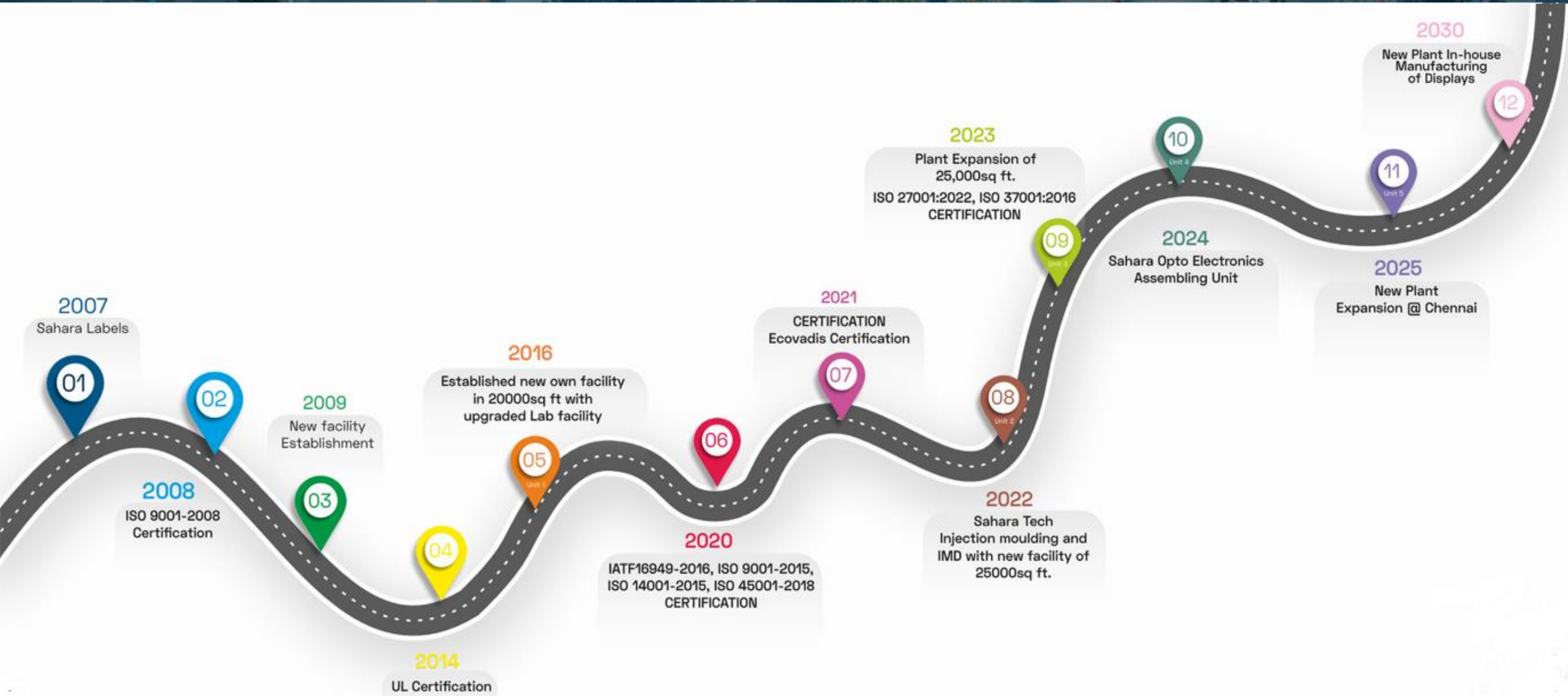
Sahara Group of Industries is committed to conducting business in a responsible, ethical, and sustainable manner. As a manufacturing group serving industrial, automotive, electronics, and engineering sectors, we recognize our responsibility towards people, the environment, customers, employees, and the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

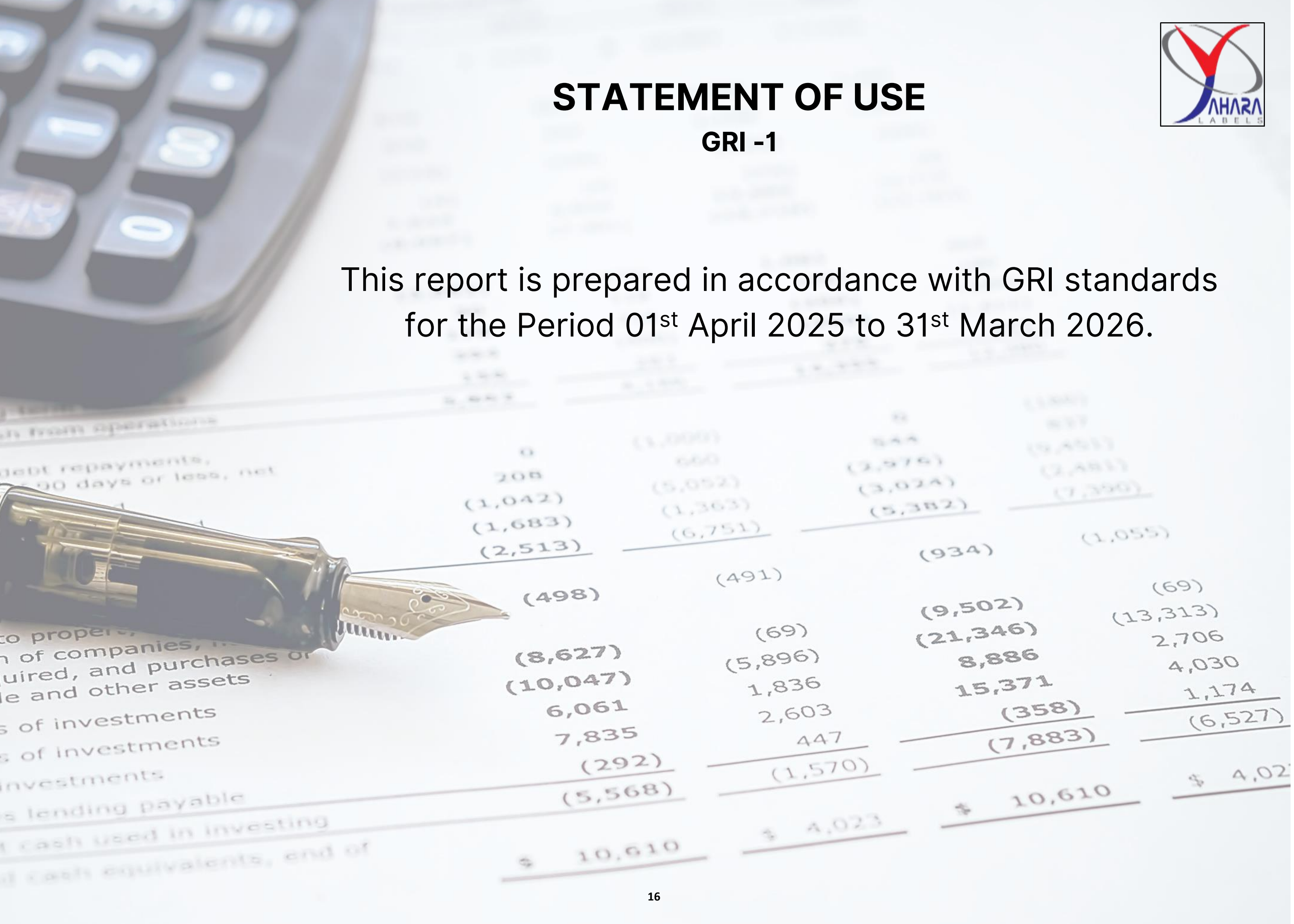


UL recognition confirming compliance with safety standards for components used in regulated industrial applications.

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)	8	(1,000)
	208	660	844	837
	(1,042)	(5,052)	(2,974)	(9,451)
	(1,683)	(1,363)	(3,024)	(2,481)
	(2,513)	(6,751)	(5,382)	(7,390)
			(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 1 April 2025 to 31 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

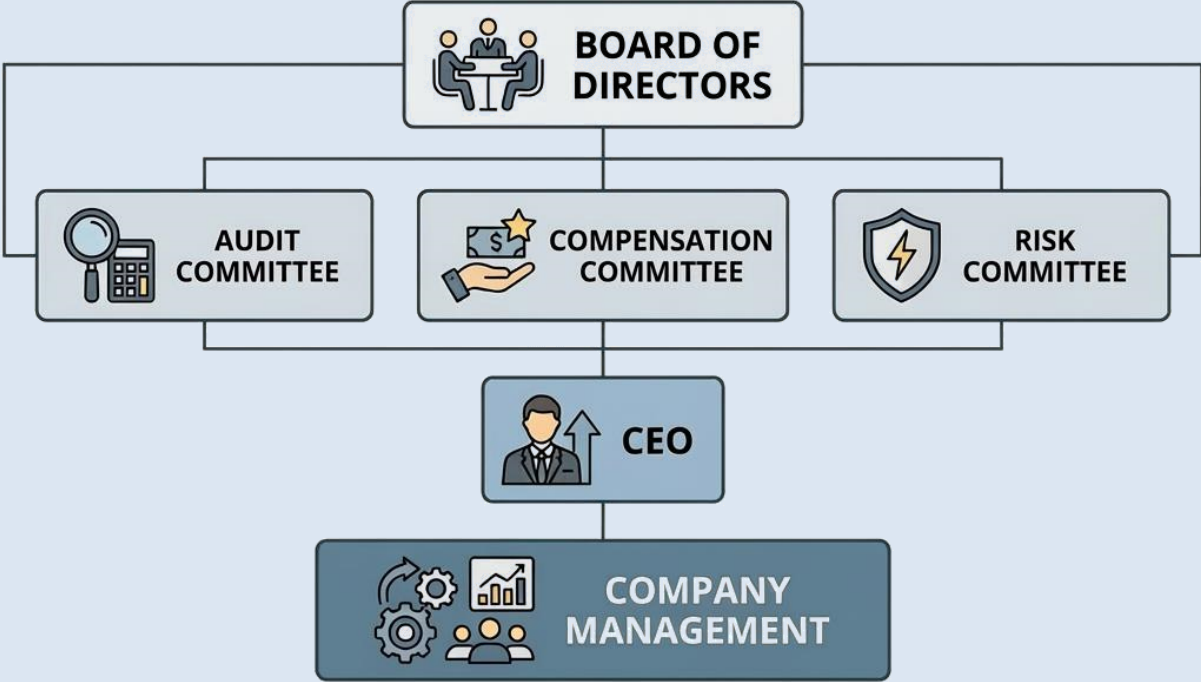
Sahara Labels Private Limited manufactures and supplies screen printing labels, decals, dials, insulators, foam components, and screen-printed industrial products for customers across multiple industrial sectors. The company's value chain includes responsible procurement of raw materials, manufacturing, 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.

CORPORATE GOVERNANCE STRUCTURE



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.

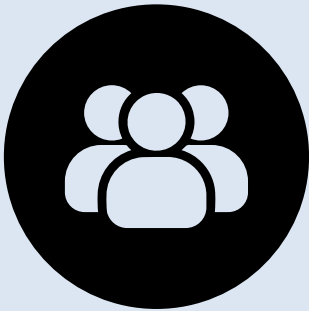
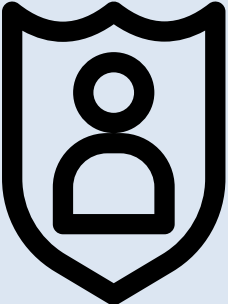
Process to Determine Material Topics

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

MOST ENVIRONMENTAL TOPICS	MOST SOCIAL TOPICS	MOST GOVERNANCE TOPICS
 1. Carbon Footprint Reduction 2. Wastewater Treatment and Management 3. Energy Efficiency in Manufacturing Processes 4. Reducing Air Pollution in Printing Operations 5. Renewable Energy Integration in Operations 6. Packaging Optimization to Reduce Material Use 7. Eco-friendly Product Design and Innovation 8. Water Conservation in Manufacturing Facilities 9. Compliance with Environmental Regulations 10. Reducing Hazardous Chemical Use in Production	 1. Fair Wages and Compensation 2. Health and Safety Standards 3. Employee Engagement and Satisfaction 4. Diversity and Equal Opportunity 5. Training and Skills Development 6. Community Impact and Relations 7. Human Rights in the Supply Chain 8. Labor Standards Compliance 9. Employee Retention and Turnover 10. Ethical Business Practices	 1. Ethical Business Practices 2. Transparency in Financial Reporting 3. Regulatory Compliance and Auditing 4. Code of Conduct for Employees and Management 5. Executive Compensation Alignment with ESG Goals 6. Conflict of Interest Policies 7. Internal Controls and Accountability Measures 8. Supply Chain Transparency 9. ESG Integration in Decision-making Processes 10. Environmental and Social Impact Reporting

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

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.

Market Presence

GRI 202

SLPL promotes inclusive economic development by providing fair employment opportunities, equitable remuneration, and career advancement for employees while contributing to the local economy. The company values local talent and strives to recruit qualified personnel from surrounding communities wherever feasible. Compensation practices comply with applicable labour laws and support fair wages, equal opportunity, and employee well-being. By strengthening local employment, developing workforce capabilities, and maintaining ethical business practices, SLPL enhances its market presence and supports regional economic growth. Continuous investment in employee skills and operational excellence enables the company to remain competitive and deliver sustainable value to customers.



Indirect Economic Impacts

GRI 203

Development of cutting-edge technologies to enhance production efficiency while reducing environmental impact. SLPL creates positive indirect economic impacts by supporting local businesses, generating employment, promoting skill development, and strengthening sustainable industrial growth. The company contributes to the economy through procurement from local suppliers, responsible business partnerships, infrastructure improvements, and investments in employee training and technological advancement. Sustainable manufacturing initiatives improve operational efficiency while reducing environmental impacts and supporting community well-being. Through ethical business practices, compliance with regulations, and collaboration with stakeholders, SLPL enhances economic resilience across its value chain. These contributions strengthen long-term business sustainability and create shared value for customers, suppliers, employees, and the wider community.

Procurement Practices

GRI 204

SLPL follows responsible procurement practices that emphasize quality, sustainability, ethical conduct, and long-term supplier partnerships. Procurement decisions consider environmental performance, regulatory compliance, labour practices, product quality, and supplier reliability alongside commercial factors. Wherever practical, the company encourages sourcing from local suppliers to support regional economic development and reduce transportation-related environmental impacts. Suppliers are expected to comply with the company's Supplier Code of Conduct, including requirements related to human rights, environmental protection, occupational health and safety, and business ethics. Regular supplier evaluations and performance monitoring promote responsible sourcing and continuous improvement throughout the supply chain.



Anti-Corruption

GRI 205

SLPL maintains a zero-tolerance approach toward bribery, corruption, fraud, and unethical business conduct. The company has established policies, procedures, and internal controls to prevent corruption across all business activities and relationships. Employees receive regular awareness and ethics training to promote integrity, transparency, and compliance with applicable anti-corruption laws. Confidential reporting mechanisms enable employees and stakeholders to report suspected misconduct without fear of retaliation. All reported concerns are investigated objectively, and appropriate corrective actions are implemented. SLPL remains committed to conducting business with honesty, fairness, accountability, and the highest standards of corporate governance.

Anti-Competitive Behavior

GRI 206

SLPL conducts all business activities in accordance with applicable competition laws and promotes fair, ethical, and transparent market practices. The company prohibits anti-competitive behaviour, including price fixing, market allocation, bid rigging, abuse of market position, and other unfair trade practices. Employees are expected to comply with legal and regulatory requirements while maintaining integrity in all commercial dealings. Internal policies, management oversight, and employee awareness programmes support compliance with competition regulations and encourage responsible business conduct. By promoting fair competition and ethical business relationships, SLPL strengthens stakeholder trust, protects its corporate reputation, and supports sustainable market development.



ENVIRONMENT

Materials

GRI 301

Adoption of advanced technologies for efficient use of raw materials, minimizing waste generation. Utilization of biodegradable and recyclable materials in product development. Transitioning to eco-conscious packaging to reduce plastic waste. SLPL is committed to the responsible use of raw materials throughout its manufacturing operations. The company utilizes high-quality materials, including films, inks, adhesives, foams, and packaging materials, while promoting efficient resource utilization and waste reduction. Material consumption is regularly monitored to optimize production efficiency, minimize losses, and improve product quality. Wherever technically feasible, environmentally preferable and recyclable materials are considered to reduce environmental impacts. Through process optimization, inventory management, and continuous improvement initiatives, SLPL aims to enhance material efficiency, support circular economy principles, and minimize the environmental footprint associated with resource consumption.

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 is committed to the responsible management of water resources by promoting water conservation, efficient utilization, and pollution prevention throughout its operations. Water consumption is monitored regularly to identify opportunities for reduction and improve operational efficiency. Good housekeeping practices, preventive maintenance, leak detection, and employee awareness programmes support responsible water management. The company ensures that wastewater and effluents, where generated, are managed in accordance with applicable environmental regulations and disposal requirements. Continuous monitoring, regulatory compliance, and conservation initiatives help minimize water-related environmental impacts while supporting sustainable manufacturing and long-term resource stewardship.

Biodiversity

GRI 304

Investing in large-scale tree-planting initiatives to offset carbon emissions and combat deforestation. SLPL recognizes the importance of protecting biodiversity and minimizing the environmental impacts of its manufacturing activities. The company strives to prevent adverse effects on surrounding ecosystems through responsible land use, pollution prevention, efficient resource management, and compliance with environmental regulations. Greenbelt development, landscaping, and proper waste management contribute to maintaining ecological balance around operational facilities. Environmental aspects are considered during planning and operational decision-making to reduce potential impacts on flora, fauna, soil, and natural habitats. Through continuous environmental stewardship, SLPL supports biodiversity conservation and contributes to sustainable environmental management within its sphere of influence.



Emissions

GRI 305

SLPL is committed to reducing greenhouse gas emissions and improving air quality through responsible environmental management. The company monitors emissions associated with electricity consumption, fuel usage, and manufacturing operations while implementing initiatives to improve energy efficiency and reduce carbon intensity. Preventive maintenance of equipment, process optimization, efficient resource utilization, and employee awareness programmes contribute to emission reduction. The organization evaluates opportunities to adopt cleaner technologies and environmentally sustainable practices that support climate change mitigation. Continuous monitoring and compliance with applicable environmental regulations enable SLPL to minimize its atmospheric emissions and environmental footprint.

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

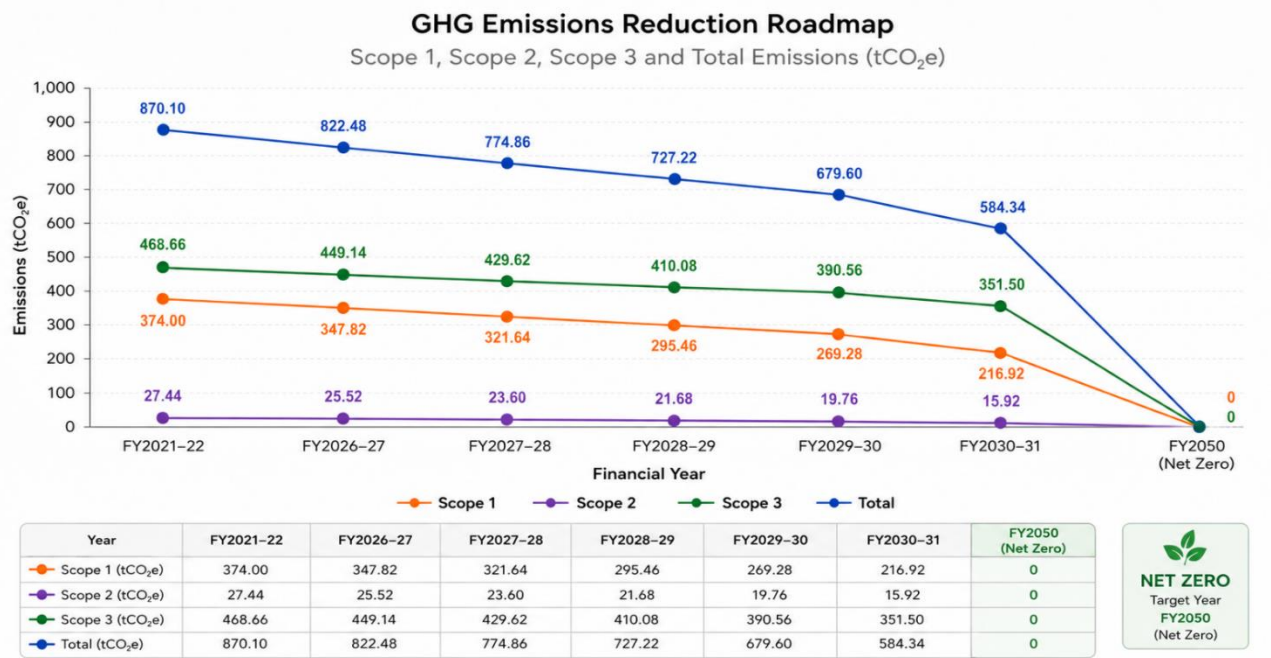
During FY 2025–26, Sahara Labels Private Limited reported 27.44 tCO₂e of energy indirect (Scope 2) greenhouse gas emissions resulting from purchased electricity consumed in manufacturing and administrative operations. The company actively monitors electricity consumption and implements energy conservation 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 greenhouse gas emissions intensity as an important indicator of environmental performance and operational efficiency. During the reporting period, the company's total greenhouse gas emissions were 870.10 tCO₂e, comprising 374.00 tCO₂e (Scope 1), 27.44 tCO₂e (Scope 2), and 468.66 tCO₂e (Scope 3) emissions. Emissions intensity is periodically evaluated relative to production output and business operations to assess improvements in carbon efficiency. Process optimization, energy conservation, preventive maintenance, and sustainable manufacturing initiatives contribute to reducing emissions intensity while maintaining product quality, operational excellence, and long-term environmental sustainability.



Reduction of GHG Emissions

GRI 305-5

SLPL remains committed to reducing greenhouse gas emissions through continuous improvement initiatives across its manufacturing operations and value chain. The company implements energy-efficient technologies, LED lighting, preventive equipment maintenance, optimized production planning, responsible fuel management, sustainable procurement, and waste reduction programmes to lower its carbon footprint. Employee awareness initiatives encourage responsible energy use and environmental stewardship throughout daily operations. Regular greenhouse gas monitoring enables management to identify reduction opportunities and measure environmental performance. By integrating climate action into business strategy, SLPL supports long-term carbon reduction, operational efficiency, regulatory compliance, and sustainable manufacturing excellence.

Emissions of Ozone-Depleting Substances

GRI 305-6

SLPL is committed to protecting the ozone layer by preventing emissions of ozone-depleting substances (ODS) from its operations. The company minimizes the use of equipment containing controlled refrigerants and promotes environmentally preferable alternatives wherever technically and economically feasible. Air-conditioning and refrigeration systems are regularly inspected and maintained to prevent refrigerant leakage and ensure efficient operation. Any refrigerant handling is performed by authorized service personnel in accordance with applicable environmental regulations. Through preventive maintenance, responsible refrigerant management, and regulatory compliance, SLPL contributes to global efforts to eliminate ozone-depleting substances and protect atmospheric environmental quality.



NOx, SOx and Other Significant Air Emissions

GRI 305-6

SLPL actively manages emissions of nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter, volatile organic compounds (VOCs), and other significant air pollutants generated from utility equipment and manufacturing activities. Preventive maintenance of diesel generators, process equipment, and ventilation systems helps maintain efficient operation while minimizing atmospheric emissions. Good housekeeping practices, responsible chemical handling, and compliance with statutory environmental requirements further reduce air pollution risks. Regular monitoring and operational reviews enable the company to identify opportunities for improvement and maintain compliance with applicable regulations. SLPL remains committed to protecting air quality through responsible environmental management practices.



Waste

GRI 306

Implementation of circular economy principles by recycling industrial waste and developing processes to convert waste into value-added products. SLPL follows a structured waste management approach based on the principles of reduce, reuse, recycle, and responsible disposal. Waste generated from manufacturing operations is segregated at source to facilitate recycling, recovery, and environmentally sound disposal through authorized agencies. The company continuously works to minimize waste generation by improving process efficiency, optimizing material utilization, and promoting employee awareness. Hazardous and non-hazardous wastes are managed in accordance with applicable environmental regulations to prevent pollution and protect human health. Waste performance is regularly monitored to support continual improvement and circular economy initiatives across business operations.

Environmental Compliance

GRI 307

SLPL is committed to complying with all applicable environmental laws, regulations, permits, and statutory requirements governing its manufacturing operations. Compliance obligations are monitored through documented procedures, periodic inspections, internal audits, and management reviews to ensure continual adherence to legal requirements. Environmental performance is regularly evaluated to identify potential risks, implement corrective actions, and prevent regulatory non-compliance. Employee training and awareness programmes further strengthen compliance with environmental responsibilities. Through proactive environmental management and continual improvement, SLPL demonstrates its commitment to responsible manufacturing, pollution prevention, regulatory compliance, and sustainable business operations.

Supplier Environmental Assessment

GRI 308

SLPL promotes sustainable procurement by encouraging suppliers to adopt environmentally responsible business practices. Environmental performance is considered during supplier selection, evaluation, and periodic review processes alongside quality, delivery, and commercial criteria. Suppliers are encouraged to comply with applicable environmental legislation, reduce waste generation, improve energy efficiency, manage emissions responsibly, and conserve natural resources. The company communicates its environmental expectations through supplier requirements, business agreements, and ongoing engagement initiatives. By working collaboratively with suppliers to improve environmental performance, SLPL strengthens sustainability across its value chain and supports responsible sourcing and long-term environmental stewardship.



SOCIAL

Employment

GRI 401

Sahara Labels Private Limited (SLPL) is committed to providing fair, inclusive, and responsible employment practices that support employee well-being, professional growth, and long-term organizational success. The company offers equal employment opportunities based on merit, skills, qualifications, and experience without discrimination. Employment policies comply with applicable labour laws and promote fair recruitment, transparent onboarding, equitable compensation, employee welfare, performance evaluation, and career development. SLPL encourages employee engagement through open communication, recognition programmes, and continuous learning opportunities. By fostering a safe, respectful, and supportive workplace, the company strengthens employee satisfaction, retention, productivity, and sustainable business growth.



Labor/Management Relations

GRI 402

SLPL values positive labour-management relations built on mutual trust, transparency, fairness, and open communication. The company promotes regular dialogue between management and employees to address workplace concerns, operational improvements, employee welfare, and organizational objectives. Employees are encouraged to participate in discussions, meetings, suggestion schemes, and grievance mechanisms that facilitate constructive engagement and timely resolution of issues. Any significant operational changes affecting employees are communicated appropriately to ensure transparency and preparedness. Through collaborative labour-management relationships, SLPL fosters employee engagement, workplace harmony, operational efficiency, and a culture of mutual respect that supports sustainable organizational performance.

Occupational Health and Safety

GRI 403

The health and safety of employees, contractors, and visitors remain a top priority at Sahara Labels Private Limited. The company has implemented an Occupational Health and Safety Management System that identifies workplace hazards, assesses risks, and establishes preventive measures to minimize occupational injuries and illnesses. Employees receive regular safety training, emergency preparedness instruction, and awareness programmes to strengthen safe work practices. Personal protective equipment (PPE), machine safety controls, incident reporting systems, workplace inspections, and periodic health check-ups support a safe working environment. Continuous monitoring and management reviews drive continual improvement in occupational health and safety performance.

Training and Education

GRI 404

SLPL recognizes that employee competence and continuous learning are essential for operational excellence and sustainable business growth. The company provides structured training programmes covering technical skills, quality management, occupational health and safety, environmental awareness, business ethics, leadership development, and regulatory compliance. Training needs are identified through competency assessments, performance evaluations, and organizational objectives. Employees are encouraged to participate in internal and external learning opportunities that enhance professional capabilities and career progression. By investing in workforce development, SLPL strengthens employee engagement, innovation, productivity, and the organization's ability to meet evolving customer and industry requirements.

Diversity and Equal Opportunity

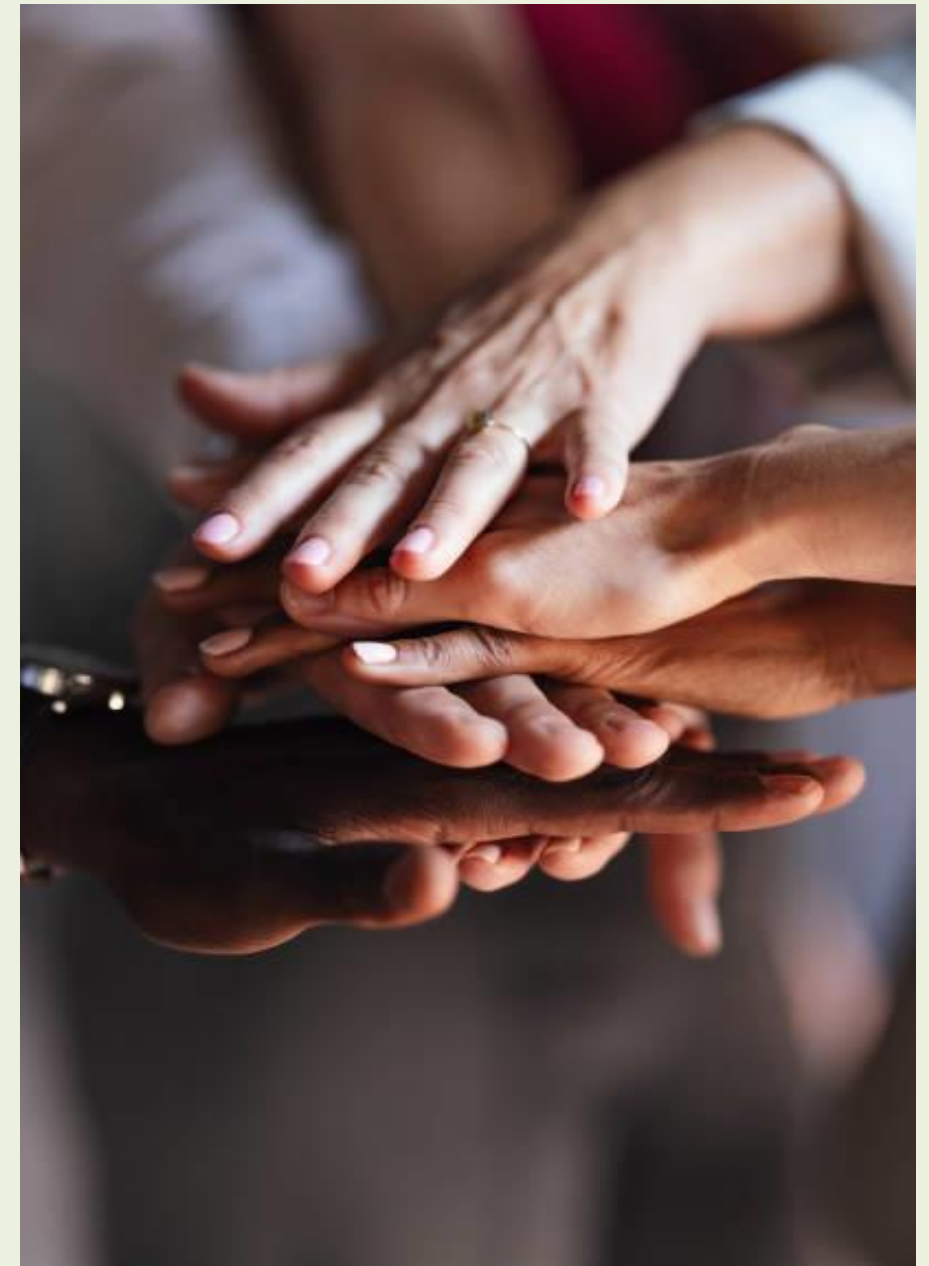
GRI 405

Sahara Labels Private Limited (SLPL) is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with dignity, fairness, and respect. Employment decisions, including recruitment, promotion, compensation, training, and career advancement, are based solely on qualifications, skills, experience, and performance. The company provides equal opportunities regardless of gender, age, religion, caste, ethnicity, disability, or any other protected characteristic. SLPL values diverse perspectives and encourages an inclusive work culture that promotes innovation, collaboration, and mutual respect. By embracing diversity, the company strengthens employee engagement, organizational performance, and sustainable business success.

Non-discrimination

GRI 406

SLPL maintains a zero-tolerance approach toward discrimination, harassment, bullying, victimization, and any form of unfair treatment in the workplace. The company is committed to creating a safe, respectful, and inclusive working environment where every employee has equal opportunities to contribute and succeed. Policies and procedures prohibit discrimination based on gender, age, religion, caste, race, disability, nationality, marital status, or any other legally protected characteristic. Employees receive awareness training on workplace ethics, respectful behaviour, and grievance mechanisms. Any reported incidents are investigated promptly, confidentially, and impartially, with appropriate corrective actions implemented to maintain a positive work environment.



Freedom of Association and Collective Bargaining

GRI 407

Sahara Labels Private Limited respects employees' rights to freedom of association and collective bargaining in accordance with applicable labour laws and internationally recognized human rights principles. Employees are free to communicate concerns, express opinions, and participate in employee representation mechanisms without fear of discrimination or retaliation. The company encourages open communication between employees and management to foster trust, collaboration, and workplace harmony. Management maintains constructive dialogue with employees regarding workplace conditions, employee welfare, and organizational matters. SLPL believes that respectful labour relations contribute to employee satisfaction, operational stability, and sustainable organizational growth.

Child Labor and Forced or Compulsory Labor

GRI 408 & GRI 409

SLPL is firmly committed to protecting fundamental human rights by maintaining a workplace free from child labour, forced labour, bonded labour, trafficked labour, and all forms of involuntary employment. The company complies with applicable labour laws and internationally recognized human rights standards, ensuring that employment is voluntary and that all employees meet the legal minimum working age through robust age verification procedures. SLPL also requires suppliers and contractors to adhere to these principles through its Supplier Code of Conduct. Regular audits, supplier assessments, employee awareness programmes, and grievance mechanisms reinforce the company's commitment to ethical employment practices and responsible supply chain management.



Security Practices

GRI 410

Sahara Labels Private Limited (SLPL) ensures that security practices are implemented in a manner that respects human rights, protects employees, visitors, assets, and confidential information, and maintains a safe working environment. Security personnel are expected to perform their duties professionally, ethically, and in compliance with applicable laws and company policies. Security procedures include access control, visitor management, emergency response, asset protection, and incident reporting. Employees and contractors are informed about workplace security requirements through awareness programmes and induction training. SLPL continuously reviews its security practices to ensure they remain effective, lawful, respectful, and aligned with responsible business conduct.

Rights of Indigenous Peoples

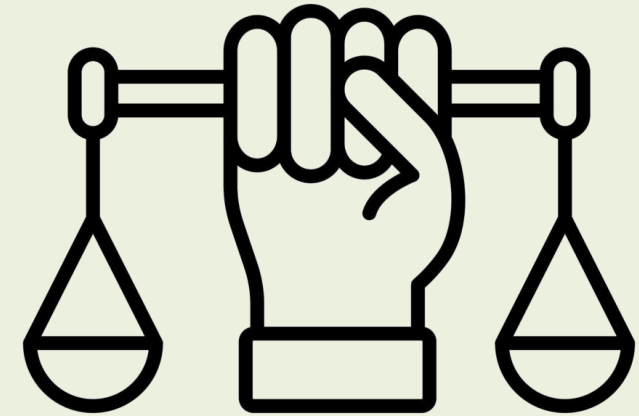
GRI 411

SLPL respects the rights, cultures, traditions, and heritage of indigenous peoples and local communities in accordance with applicable laws and internationally recognized human rights principles. The company's manufacturing operations do not intentionally impact indigenous lands, cultural heritage, or traditional resources. Where business activities may influence surrounding communities, SLPL promotes responsible engagement, transparency, and respect for community interests. The company is committed to preventing discrimination, protecting cultural diversity, and supporting socially responsible business practices. Continuous compliance with legal requirements and stakeholder engagement helps ensure that the rights of indigenous peoples are respected throughout business operations and value chain activities.

Human Rights Assessment

GRI 412

SLPL is committed to respecting internationally recognized human rights across its operations and business relationships. Human rights considerations are integrated into company policies, employment practices, supplier management, and operational decision-making. The organization regularly reviews workplace practices to identify and prevent potential human rights risks, including discrimination, child labour, forced labour, harassment, and unsafe working conditions. Employees, contractors, and suppliers are expected to comply with the company's Human Rights Policy and Code of Conduct. Awareness programmes, grievance mechanisms, internal audits, and management reviews support continuous improvement in protecting human rights throughout the organization and supply chain.



Local Communities

GRI 413

Supporting local communities by funding clean energy projects and promoting environmental education. SLPL recognizes the importance of maintaining positive relationships with local communities and contributing to their social and economic development. The company seeks to minimize the environmental and social impacts of its operations while creating employment opportunities, supporting local businesses, and participating in community development initiatives where feasible. Open communication with local stakeholders helps identify concerns and improve mutual understanding. SLPL promotes responsible environmental management, workplace safety, and ethical business conduct to protect community well-being. Through stakeholder engagement and sustainable business practices, the company strives to create long-term shared value for both the organization and surrounding communities.

Supplier Social Assessment

GRI 414

SLPL encourages suppliers and contractors to uphold high standards of social responsibility, ethical conduct, and regulatory compliance throughout the supply chain. Supplier evaluations consider labour practices, human rights, occupational health and safety, business ethics, legal compliance, and employee welfare in addition to quality and delivery performance. Suppliers are expected to comply with the company's Supplier Code of Conduct and applicable labour laws. Periodic assessments, communication, and engagement activities promote continual improvement in supplier performance. By collaborating with responsible suppliers, SLPL strengthens sustainable procurement practices, minimizes social risks, and enhances long-term value across its supply chain.

Public Policy

GRI 415

SLPL conducts its business with integrity, transparency, and full compliance with applicable laws and regulations. The company does not engage in activities that improperly influence public policy or government decision-making. Any interactions with government authorities, industry associations, and regulatory bodies are conducted ethically, professionally, and in accordance with legal requirements. SLPL participates in industry forums and professional associations to remain informed about regulatory developments, technological advancements, and sustainability initiatives. Through responsible corporate conduct and regulatory compliance, the company contributes positively to industry development while maintaining stakeholder trust and upholding high standards of corporate governance.

Customer Health and Safety

GRI 416

SLPL is committed to delivering safe, reliable, and high-quality products that meet customer specifications, regulatory requirements, and applicable industry standards. Product quality and customer safety are maintained through robust quality management systems, process controls, product inspections, testing procedures, and continual improvement initiatives. Potential product risks are assessed during design, manufacturing, and delivery to ensure consistent performance and customer satisfaction. Customer feedback and complaints are systematically reviewed to identify opportunities for improvement. By prioritizing product quality, safety, and compliance, SLPL strengthens customer confidence and supports long-term business relationships built on trust and reliability.



Marketing and Labeling

GRI 417

Ensuring that all product labels comply with international environmental standards, reflecting the company's eco-friendly ethos. SLPL ensures that all product information, marketing materials, technical specifications, and labeling are accurate, transparent, and compliant with applicable legal and customer requirements. Product labels are designed to provide clear identification, traceability, usage information, and other relevant details to support safe handling and proper application. Marketing communications are developed responsibly, avoiding misleading or false claims while accurately representing product performance and company capabilities. The organization regularly reviews product information to ensure consistency with regulatory requirements and customer expectations. Responsible marketing and accurate labeling reinforce customer trust, product reliability, and ethical business practices.

Customer Privacy

GRI 418

SLPL recognizes the importance of protecting customer information and maintaining the confidentiality of business data. The company implements appropriate administrative, technical, and organizational controls to safeguard customer records, confidential information, intellectual property, and personal data against unauthorized access, misuse, disclosure, or loss. Employees are expected to comply with data protection policies, confidentiality agreements, and information security procedures while handling customer information. SLPL continuously strengthens cybersecurity awareness and information management practices to maintain customer trust, support regulatory compliance, and ensure the secure handling of confidential information throughout business operations and customer interactions.

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	21
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	22
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)

GRI Number	GRI Standard Heading	Pg. No
GRI 1	Statement of Use	16
GRI 2	General Disclosures 2021	18
GRI 2-1	Organizational Details	18
GRI 2-2	Entities Included in the Sustainability Reporting	18
GRI 2-3	Reporting Period, Frequency and Contact Point	19
GRI 2-5	External Assurance	19
GRI 2-6	Activities, Value Chain and Other Business Relationships	19
GRI 2-9	Governance Structure and Composition	20
GRI 2-23	Policy Commitments	20
GRI 2-29	Approach to Stakeholder Engagement	20
GRI 3-1	Process to Determine Material Topics	21
GRI 3-2	List of Material Topics	21
GRI 3-3	Management of Material Topics	21
GRI 201	Economic Performance	23
GRI 202	Market Presence	23
GRI 203	Indirect Economic Impacts	23
GRI 204	Procurement Practices	24
GRI 205	Anti-Corruption	24
GRI 206	Anti-Competitive Behavior	24
GRI 301	Materials	26
GRI 302	Energy	26
GRI 303	Water and Effluents	26
GRI 304	Biodiversity	27
GRI 305	Emissions	27
GRI 305-1	Direct (Scope 1) GHG Emissions	27
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	28

GRI Number	GRI standard Heading	Pg. No
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	28
GRI 305-3	Upstream Scope 3 Emissions	29
GRI 305-3	Downstream Scope 3 Emissions	29
GRI 305-4	GHG Emissions Intensity	29
GRI 305-5	Reduction of GHG Emissions	30
GRI 305-6	Emissions of Ozone-Depleting Substances (ODS)	30
GRI 305-7	NOx, SOx and Other Significant Air Emissions	30
GRI 306	Waste	31
GRI 307	Environmental Compliance	31
GRI 308	Supplier Environmental Assessment	31
GRI 401	Employment	33
GRI 402	Labor/Management Relations	33
GRI 403	Occupational Health and Safety	33
GRI 404	Training and Education	34
GRI 405	Diversity and Equal Opportunity	34
GRI 406	Non-discrimination	34
GRI 407	Freedom of Association and Collective Bargaining	35
GRI 408& 409	Child Labor and Forced or Compulsory Labor	35
GRI 410	Security Practices	35
GRI 411	Rights of Indigenous Peoples	35
GRI 412	Human Rights Assessment	36
GRI 413	Local Communities	36
GRI 414	Supplier Social Assessment	36
GRI 415	Public Policy	36
GRI 416	Customer Health and Safety	37
GRI 417	Marketing and Labeling	37
GRI 418	Customer Privacy	37

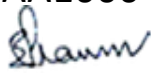
INDEPENDENT ASSURANCE STATEMENT

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.bmqrassuranc.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

