



ELITE SPRINGS PTE LTD

50, Bukit Batok Street 23, #06-20, Midview Building, Singapore 659578.

CORPORATE SUSTAINABILITY REPORT

For the Period 1st April 2025 to 31st March 2026

Doc No : ESPL/SMS/D-16

Issue No : 02

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Date : 10th April, 2026



OPERATIONS MESSAGE ON SUSTAINABILITY



1. Commitment to Sustainability

At ESPL, sustainability is integrated into our business strategy. We are committed to responsible growth by embedding ESG principles across operations, reducing environmental impacts, supporting employee wellbeing, and creating long-term value for stakeholders.

2. Environmental Responsibility

ESPL promotes environmental sustainability through energy efficiency, emissions reduction, resource conservation, and advanced manufacturing technologies. Our initiatives help optimize resource utilization, minimize waste, and support climate action while maintaining high-quality products and operational excellence.

3. Empowering Our People

Our employees are central to our success. We foster a safe, inclusive, and supportive workplace through continuous learning, skill development, employee engagement, and health and safety programs that empower our workforce to contribute to sustainable business growth.

4. Governance and Integrity

ESPL upholds strong governance through ethical business conduct, transparency, compliance, anti-corruption practices, and accountability. Our governance framework ensures responsible decision-making, stakeholder trust, and alignment with international standards and sustainability commitments.

5. Looking Ahead

ESPL remains committed to advancing its sustainability journey through innovation, measurable ESG objectives, stakeholder collaboration, and continuous improvement, contributing to a resilient, responsible, and sustainable future.

Lewis Lee

Management Message

Elite



OUR MILESTONE

We started from the year 1994, and we are still expanding up until today. Each milestone is marked by a moment of pride and celebrating.

[View More](#)

Bizsafe is acquired

2011

2017

SEPTA participation

Hannover exhibition in Germany

2018

2020

Implementation of robotics and automation

First phase of digitalization

2022

ABOUT US

Elite Springs Pte Ltd has been proudly established since 1994, with over 27 years of operational excellence and a combined team experience exceeding 100 years. Over the decades, we have embraced innovation, advanced automation, and state-of-the-art equipment to ensure that every spring, wire form, and precision component we produce meets the highest standards of quality and reliability.

In today's rapidly evolving global economy, we understand the importance of keeping pace with expanding markets and increasing client demands. To meet these challenges, Elite Springs continuously invests in robotics, digitalization, and process improvements to deliver cost-effective, top-of-the-line products and services.

Beyond manufacturing, we position ourselves as a trusted and reliable business partner, working hand-in-hand with our associates and customers to build strong, long-term collaborations. Our mission remains clear: to combine precision, quality, and innovation while supporting our clients in achieving success in competitive global markets.



INTRODUCTION TO SUSTAINABILITY REPORT

At ESPL, sustainability is an essential part of our business strategy and daily operations. As a manufacturer of precision springs, wire forms, micro-cutting, and micro-forming components, we are committed to creating long-term value while operating responsibly and efficiently. We strive to minimize our environmental impact through resource conservation, waste reduction, energy efficiency, and continuous process improvement.

Our employees are the foundation of our success. We promote a safe, healthy, and inclusive workplace that supports professional growth, equal opportunities, and employee wellbeing. Through training and skill development programs, we empower our workforce to contribute to innovation and sustainable business growth.

ESPL also maintains strong governance practices based on integrity, transparency, accountability, and compliance with applicable regulations. We work closely with customers, suppliers, employees, and other stakeholders to support responsible business practices.

By integrating Environmental, Social, and Governance (ESG) principles into our operations, ESPL remains committed to building a sustainable, resilient, and responsible future for all stakeholders.

We thank our stakeholders for their ongoing support and collaboration, which continues to inspire and shape our sustainability vision.

Statement of Use (GRI 1-5)



**This report is prepared in accordance with GRI standards (2021)
(For the Period 1st April 2025 to 31st March 2026)**



ISO Certificates and Awards

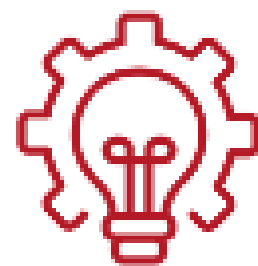


ESPL is certified to **ISO 9001:2015 Quality Management System** and **ISO 14001:2015 Environmental Management System** and **ISO 45001:2018 Occupational Health and Safety Management System**, demonstrating its commitment to environmental stewardship, pollution prevention, workplace safety, risk management, legal compliance, and continual improvement. These internationally recognized certifications support sustainable operations, employee well-being, and responsible business practices across all organizational activities.



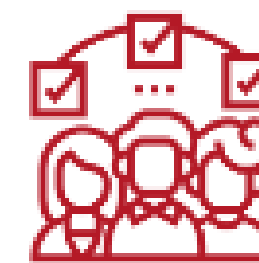


VISION, MISSION & VALUES



VISION

To become the most innovative and technological advanced manufacturer in the industry.



MISSION

To exceed our customers' expectation in quality, cost and delivery through continuous improvement.



VALUES

We do our best and do not cut corners, encourage value like-minded people, stay hungry, continuous innovation and quality assurance.

OUR PRODUCTS



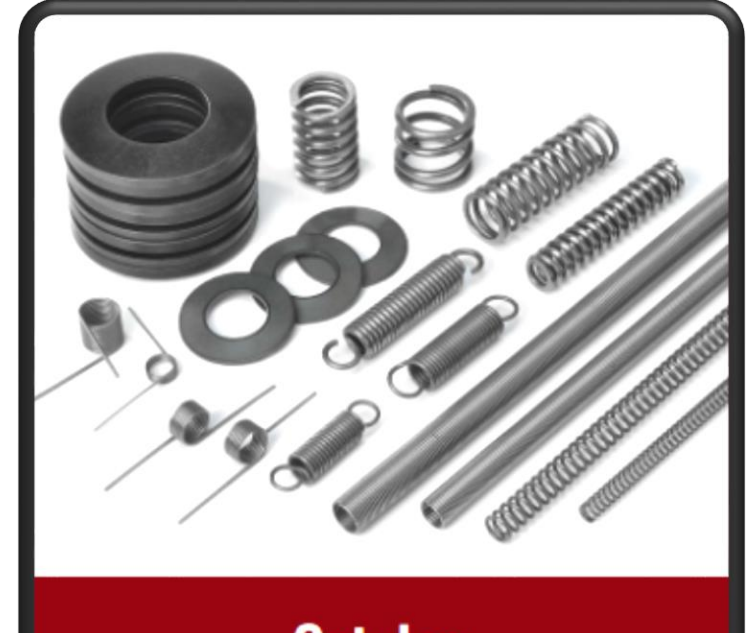
Micro-Cut & EDM Wire Cut



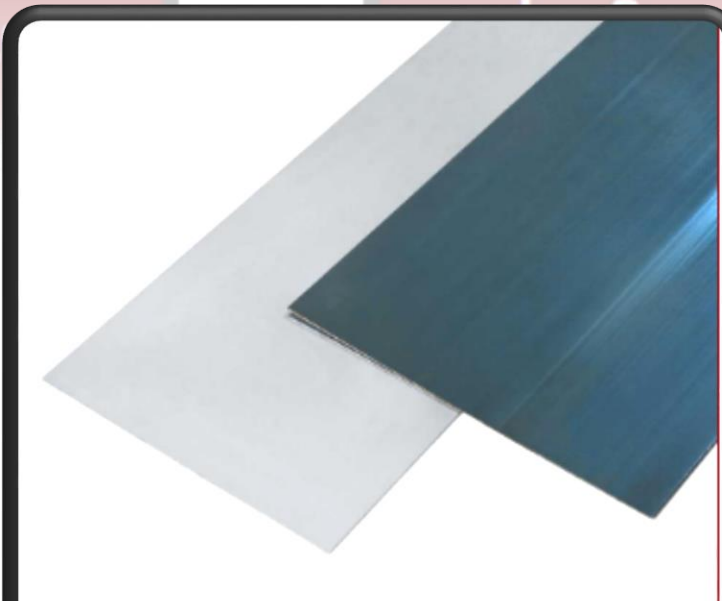
Springs & Wire Form



Formed Part



**Catalog
(Standard Parts)**



**Material
(Customized Dimension)**



EXCELLENCE IN SPRINGS, MICRO-CUTTING, AND FORMING

OUR PRODUCTS



Specialist of High Mix Low Volume

No job & quantity are too small for us. We commit to speedy & responsive in rapid prototyping and design development phase.

Customized in Mass Production

Competitive & Economical when ready to produce in scale when development part is finalize.

Stockist of Dimension Spring Part

Please download and refer to our catalogue. With more than 5000 design in stock for your reference. We can deliver the items in an extremely short lead time.

EDM Wire Cut

This method of cutting is incredibly precise and can be used to cut almost any electrically-conductive material. To accomplish cutting, a thin EDM wire is suspended between two mechanical guides. Then, it's electrically charged, forming an electrode. To accomplish cutting, a thin EDM wire is suspended between two mechanical guides. Then, it's electrically charged, forming an electrode. When the EDM metal cutting comes near the wire and the workpiece material, it creates sparks that cut the material way, leaving behind a negative imprint.

During the cutting process, the workpiece and wire are submerged in deionized water, which allows the debris from cutting to be washed away. The charged wire itself never actually contacts the material that is being cut, so wire cutting services material can be used to create extremely small, delicate components that require a level of precision that is impossible to accomplish with traditional CNC machining.



Springs

Compression Springs

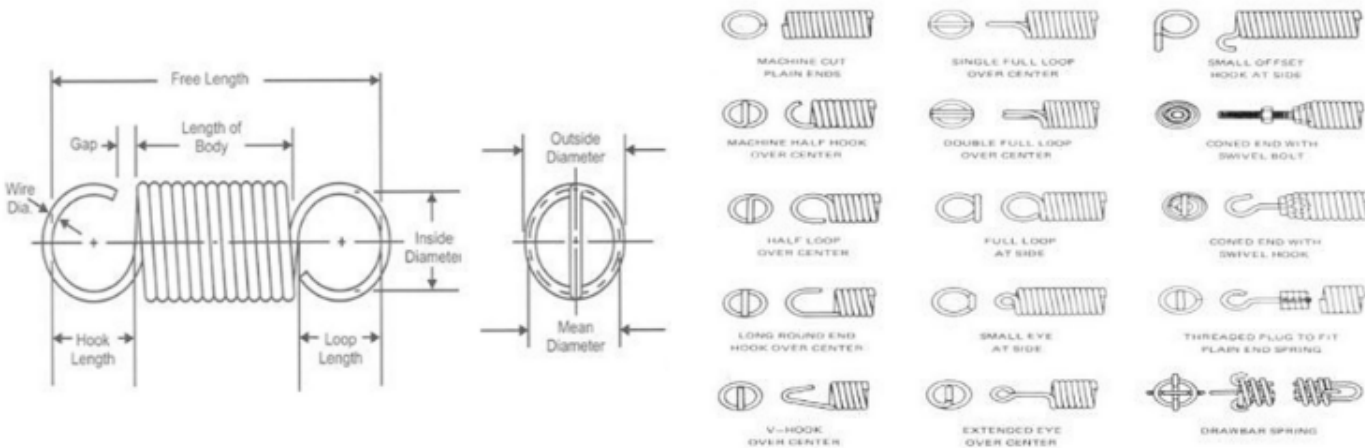
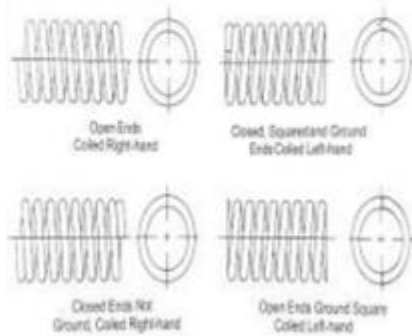
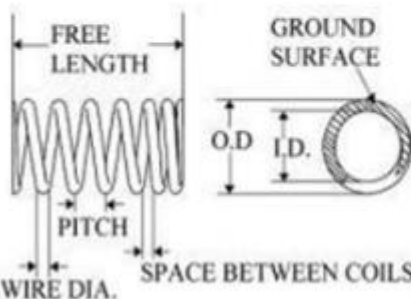
Elite Springs manufactures custom and standard helical coil springs in thousands of configurations for a wide variety of applications. Efficient and reliable, ground and non-ground compression spring products are engineered to exacting tolerances for both manual and automated assembly.

We manufacture a wide range of compression springs to customers individual requirements and keep a large selection of materials in stock. Elite Spring facilities are third-party certified to ISO9001.

Extension Springs

Elite Spring develops custom and standard helical extension springs to suit your application needs. We engineered extension springs include a wide range of end hooks, full twist loops and other configurations.

Prototypes are made to customer specifications. These critical components vary in size, shape, end configuration and assembly complexity. Helical extension springs store energy and exert a pulling force. Usually, they are made from round wire and are close-wound with initial tension. Our precise solution products can be found in countless applications, across numerous industries including Automotive, Electronics, Medical device, Industrial hardware, etc. Elite Spring facilities are third-party certified to ISO9001.

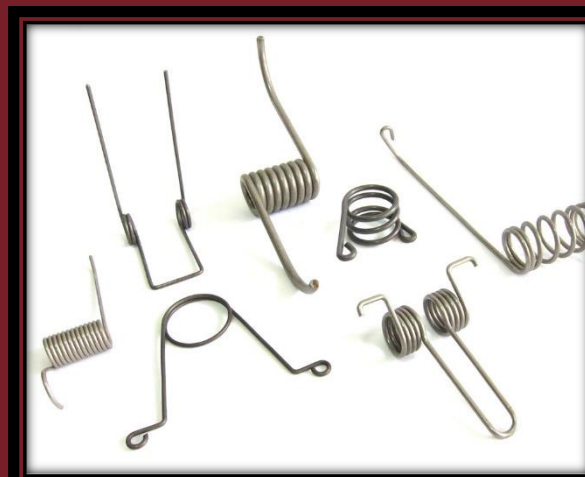




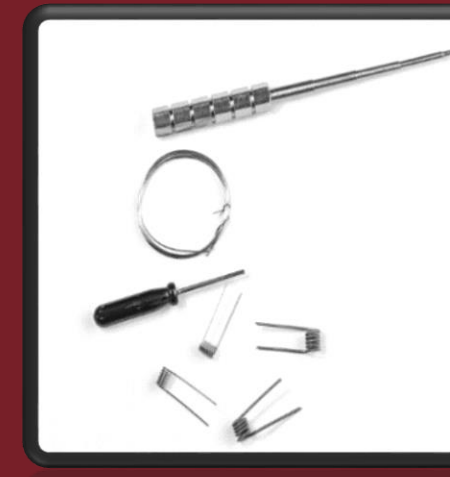
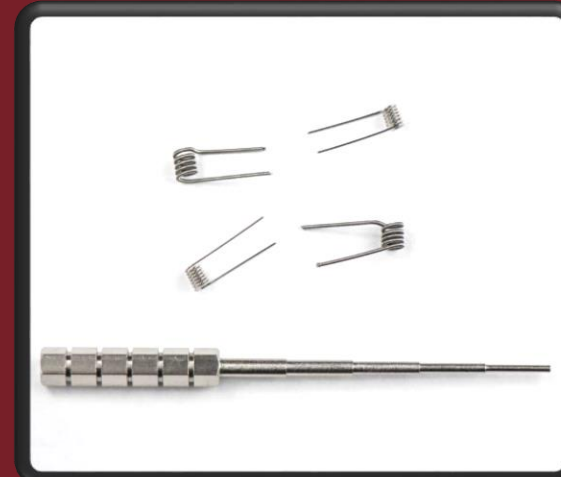
EXTENSION SPRINGS



TORSION SPRINGS



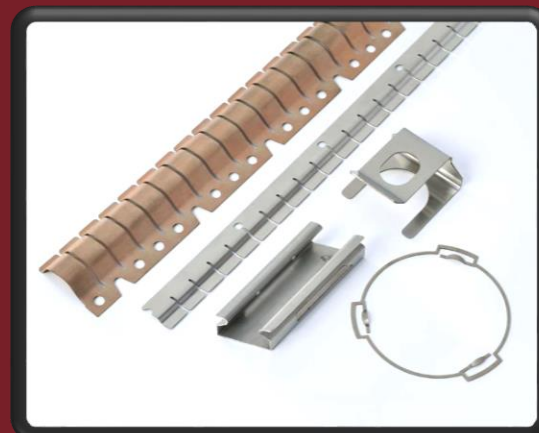
MICRO SPRINGS



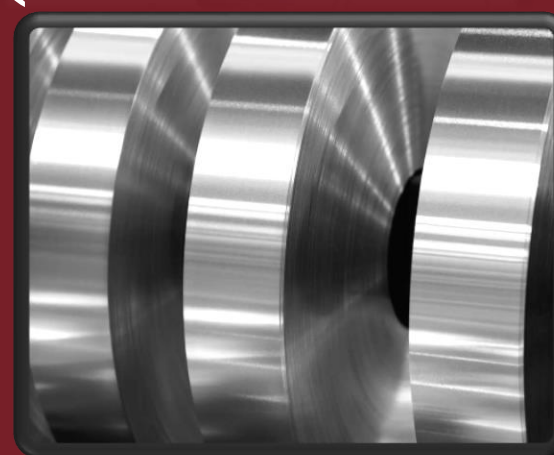
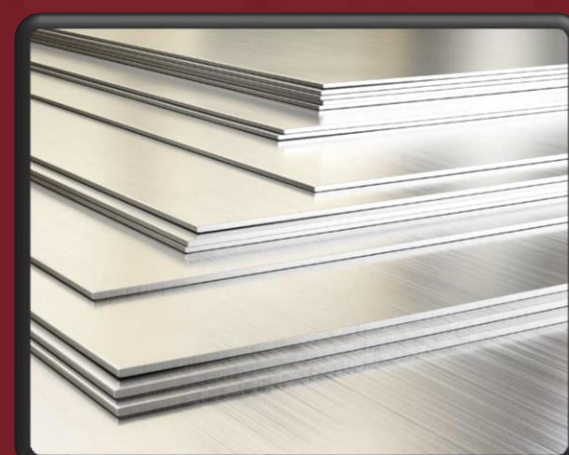
COMPRESSION SPRINGS



MICRO FORMING & SHEET METAL



MATERIAL (SHIM & WIRE STOCK)



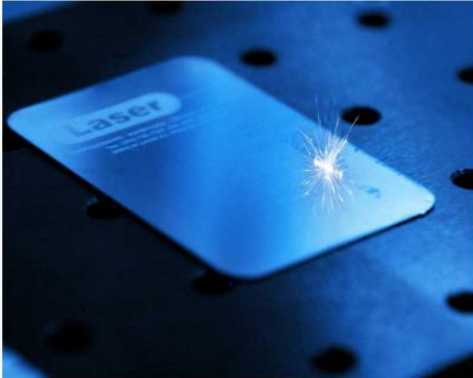
OUR PRODUCTS ADDITIONAL PROCESS





Sub-Assembly

Other than manufacturing and providing individual parts and components. We can also provide sub-assembly and make it a total solution for our end-user as value-added service, as a result lead time can be shorter to meet deadline.



Laser Engraving

We are able to laser engrave the following on all types of ferrous and non-ferrous part for either display or tracking purpose.

- Logo / Picture
- Serial Numbers
- QR Code, Data Matrix



Precision Spot Weld & Micro Welding

Some of the parts or components are require to be joint together, by using precision spot weld or micro welding, we are able to greatly minimize burr and prevent part distortion.



Medical

We understand how vital and critical precision and reliability are when it comes to the medical industry. Components and parts from Elite Springs can be found in a wide range of medical devices, including: medical instruments, equipments, optical instruments & lenses.



Aerospace

We currently manufacture parts used commercial aircraft, aircraft engine and other related applications. We can create special tooling and fixture to meet your specific requirements providing engineering and design support from prototype to production. Our vast manufacturing capabilities cover a wide range of material types and our New Product Development Team offers extensive technical resources, supported by state-of-the-art equipment.



Hard Disk & Electronics

We understand the requirements of the hard disk and electronics industry. We also stocks millions of springs in inventory - ready to ship or we can manufacture custom springs to meet unique design parameters. For more than 27 years, Elite Springs has been supplying quality springs for electronic products worldwide. Elite Springs is an approved supplier to many of the leading companies in the industry.

MICRO FORMING & SHEET METAL



Adhesive Bonding & Hydrophobic Coat

We are able to provide adhesive bonding like metal to metal, metal to plastic. There are many types of methods to do bonding: Polymers, Super Glue, Film & Tape.



Part Sorting & Customized Packaging

This is the final station and process before delivery, sometimes part sorting and customized packaging is done to prevent it from tangling or abrasion.



Ultrasonic Cleaning

We are able to do provide ultrasonic cleaning process when there is high requirement on parts appearance or cosmetic.

- Dirt and Stain-free
- Oil free
- Fingerpring free



Deburring

We are able to provide various types of deburring method to ensure that the part is burr-free. It will depends on the part application, thickness & dimension.

- Thumbling
- Grinding
- Buffing / Sanding
- Magnetic (Precision Type)

PRECISION PRODUCTS ACROSS INDUSTRIES

Competency



Design for Manufacturability or Re-engineering

We will access and understand your application and functionality during new product development or project transfer stage, therefore offering the most suitable solution to you.



Medical

We understand how vital and critical precision and reliability are when it comes to the medical industry. Components and parts from Elite Springs can be found in a wide range of medical devices, including: medical instruments, equipments, optical instruments & lenses.



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Military

We manufacture part that are used in weaponry and defence equipment & system. We also work close together government organization to support critical parts.



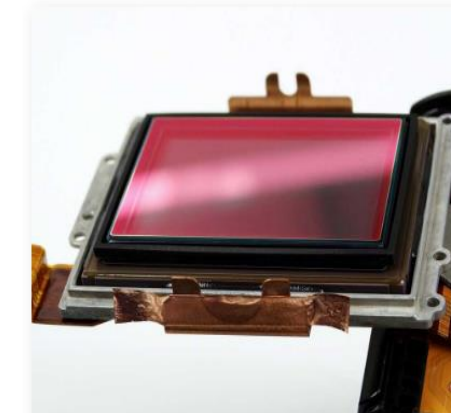
Semi Conductor

We employs some of the most advanced technologies today, where we have the knowledge and equipment to produce very precise components and subassemblies for the semiconductor industry.



Optical & Photonic

We support the optical and photonic industry with precision and dedication when handling of parts.



Sensor Solutions

Our parts are used in sensor equipment and cell phone applications.



Oil & Gas and Marine

We often manufacture and provides heavy duty part to oil & gas and marine. Sometimes the part are used underwater.



Household Product & Appliances

We supply large quantities of micro and precision spring part to household goods. It is usually used in household electronic products and appliances.



Design for Manufacturability or Re-engineering

We will access and understand your application and functionality during new product development or project transfer stage, therefore offering the most suitable solution to you.



Testing Capability

Testing will be carried out upon requirement to ensure total quality control and repeatability for reliability result and approval.



High Mix Low Volume & Mass Production

We can support from low volume to mass production with consistent quality and result.



Precision Cutting Technology for High-Tech Industries: Micro-Cut Shims and Flat Parts



What are the key differences between torsion and compression springs?

Inventory and Logistic

From material planning to finished goods, we provide various inventory management like VMI (vendor managed inventory), JIT (just in time), safety stock and even customized packaging to our customer for complete satisfaction.





Organizational Details : GRI 2-1

Legal Name : ELITE SPRINGS PTE LTD

Nature of ownership and legal form: PTE LTD

Location of its headquarters : 50 Bukit Batok Street 23, #06-20, Midview Building,
Singapore 659578.

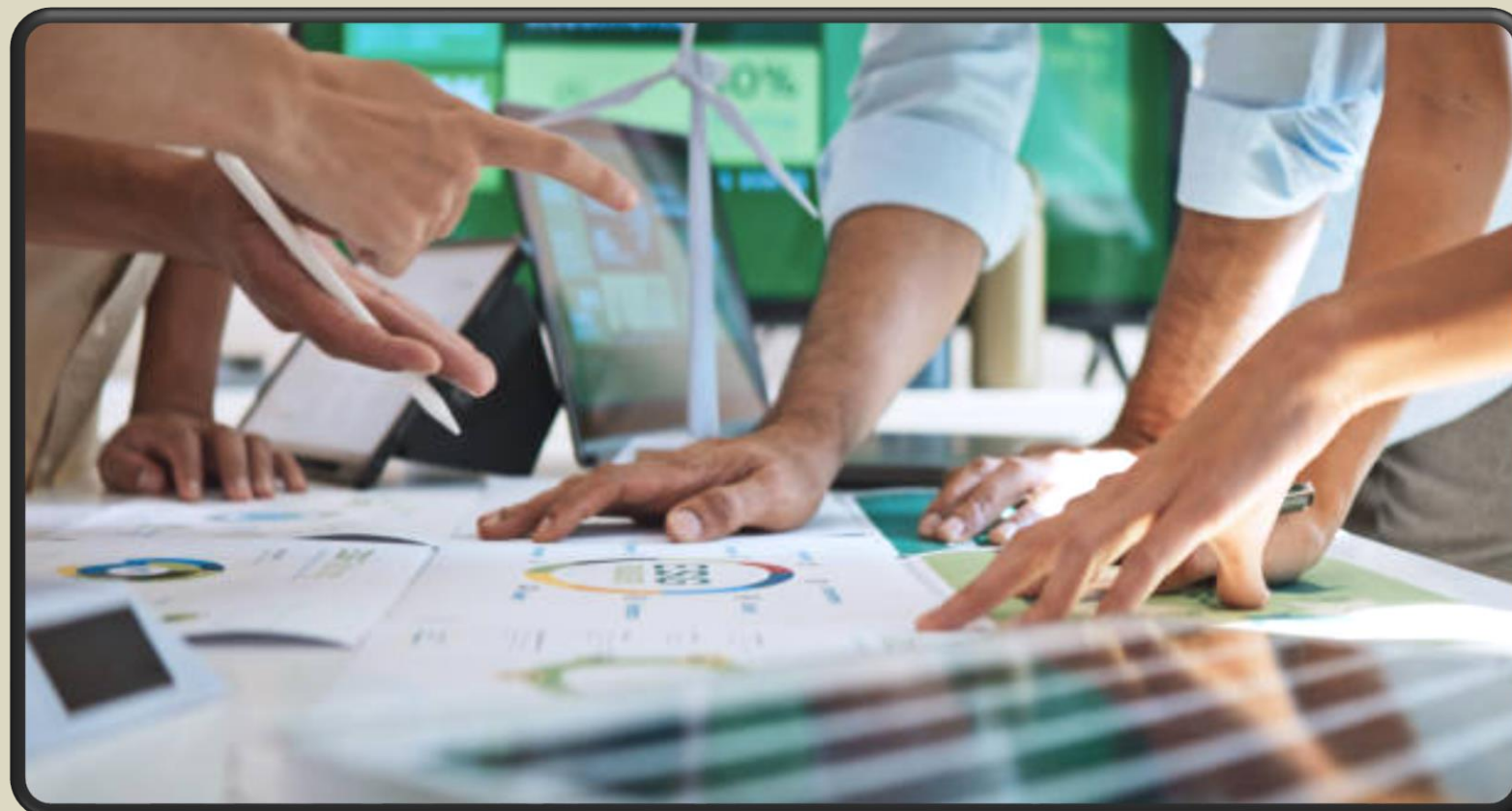
Country of Operation : Singapore



The reporting period is from 1st April 2025 to 31st March 2026



GOVERNANCE



GRI 2-9: Governance Structure

ESPL maintains a governance framework supporting sustainability oversight through leadership involvement, ESG management, compliance monitoring, information security controls, risk management processes, and ethical business practices. Governance responsibilities are integrated across management functions to ensure transparency, accountability, regulatory compliance, and continuous sustainability performance improvement.

GRI 2-23: Policy Commitments

ESPL is committed to responsible business conduct through policies addressing ethics, anti-corruption, environmental stewardship, human rights, occupational health and safety, stakeholder engagement, information security, diversity, inclusion, and sustainable procurement. These commitments guide decision-making and reinforce accountability throughout operations and the supply chain.

GRI 2-29: Stakeholder Engagement

ESPL actively engages customers, employees, suppliers, investors, regulators, certification bodies, ESG rating agencies, and supply chain partners through meetings, communications, reports, training programs, ESG disclosures, and consultation activities. Stakeholder expectations are considered when establishing sustainability priorities, objectives, and performance improvement initiatives.

GRI 3: MATERIAL TOPICS

GRI 3-1: Process for Identifying Material Topics

ESPL identifies sustainability impacts through ESG assessments, stakeholder engagement, regulatory reviews, operational evaluations, risk assessments, environmental monitoring, and supply chain analysis. Material topics are prioritized according to significance, stakeholder expectations, business relevance, and potential environmental, social, governance, and economic impacts throughout the value chain.

GRI 3-2: Material Topics

Material topics include climate change, energy management, emissions reduction, occupational health and safety, employee development, diversity and inclusion, human rights, anti-corruption, information security, responsible procurement, waste management, water stewardship, community engagement, supplier sustainability, and business ethics.

GRI 3-3: Management Approach

ESPL manages material topics through documented policies, objectives, sustainability initiatives, ESG governance structures, KPI monitoring, management reviews, training programs, supplier engagement activities, internal audits, and continuous improvement mechanisms. Performance is regularly assessed to ensure alignment with business strategy, regulatory requirements, and stakeholder expectations.



MATERIAL TOPICS



ENVIRONMENTAL TOPICS

1. Energy consumption and efficiency
2. Greenhouse gas (GHG) emissions
3. Hazardous waste management
4. Water usage and conservation
5. Air emissions (e.g., VOCs, particulates)
6. Chemical handling and storage
7. Environmental compliance and regulations
8. Resource efficiency in production
9. Wastewater treatment and discharge
10. Use of sustainable raw materials

SOCIAL TOPICS

1. Employee health and safety
2. Fair wages and compensation
3. Prevention of child and forced labor
4. Workplace harassment and discrimination prevention
5. Employee training and development
6. Diversity, equity, and inclusion (DEI)
7. Grievance and whistleblower mechanisms
8. Labor rights and freedom of association
9. Working conditions and worker welfare
10. Local community engagement and impact

GOVERNANCE TOPICS

1. Anti-corruption and bribery prevention
2. Regulatory compliance and legal adherence
3. Board accountability and oversight
4. Data privacy and information security
5. Ethical business conduct
6. ESG risk management and internal controls
7. Whistleblower protection and reporting systems
8. Supply chain governance and due diligence
9. Intellectual property protection
10. Conflict of interest management

GRI 202 – Market Presence

ESPL supports local economic development through fair employment practices, workforce diversity, and inclusive growth opportunities. In 2025–2026, KPI 22 recorded 22% women workforce participation, while achieved 23% representation of minority and vulnerable groups. These initiatives enhance organizational diversity, strengthen local talent development, and improve market presence

GRI 203: Indirect Economic Impacts

ESPL invests in operational infrastructure, manufacturing technology, preventive maintenance systems, energy-efficient equipment, LED lighting, workplace safety systems, information technology, and employee development initiatives. These investments improve productivity, sustainability performance, operational reliability, and stakeholder value creation.

GRI 204 & GRI 414 – Procurement Practices

ESPL promotes responsible procurement by integrating sustainability requirements into supplier management processes. During 2025–2026, 100% of supplier contracts included environmental, labor, and human rights clauses, while 96% of contracts were awarded considering suppliers’ social performance. These practices strengthen sustainable sourcing and supply chain accountability.

GRI 205 – Anti-Corruption

ESPL maintains a zero-tolerance approach to corruption through ethics training, compliance monitoring, and oversight of sensitive transactions. In 2025–2026, 100% of employees completed business ethics training, 0 confirmed corruption incidents were reported, and 85% of sensitive transactions were reviewed for compliance, reinforcing ethical business conduct.

GRI 206: Anti-competitive Behaviour

No legal actions related to anti-competitive behaviour, anti-trust matters, or monopoly practices were reported during the reporting period. ESPL is committed to fair competition, ethical business conduct, transparent dealings, regulatory compliance, and responsible market participation.





0 No's

Number of reports related to whistleblower procedure

GRI 205

100%

Percentage of employees trained on business ethics

GRI 205

0 No's

Number of confirmed corruption incidents

GRI 205

ENVIRONMENT



GRI 301 – Materials

ESPL promotes responsible material use and resource efficiency across its manufacturing operations. In 2025–2026, 28% of product packaging was made from recyclable, biodegradable, or minimal packaging materials, supporting circular economy principles and reducing environmental impacts throughout the product lifecycle.

GRI 302 – Energy

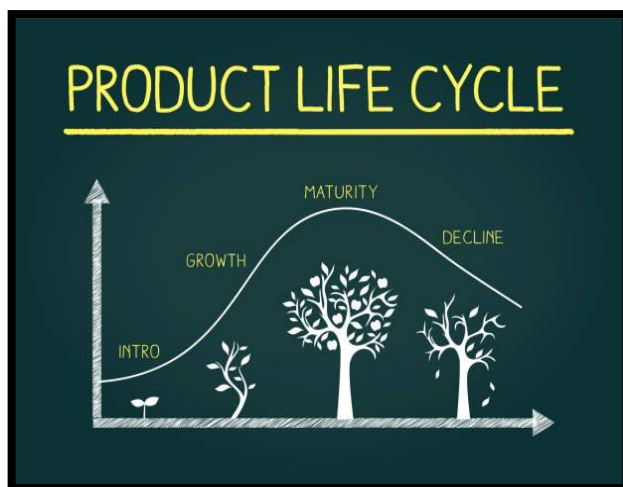
ESPL continuously improves energy efficiency through energy management initiatives. During 2025–2026, total energy consumption was 26248.32 kWh reflecting the company's commitment to operational efficiency, energy conservation, and reduction of environmental impacts associated with manufacturing activities. KPI

GRI 303 – Water and Effluents

ESPL manages water resources through conservation, recycling, and wastewater control measures. In 2025–2026, total water consumption was 458.25 m³, 91640 liters of water were recycled and reused, and water pollution discharge was limited to 190 m³, supporting responsible water stewardship.

GRI 304 – Biodiversity

ESPL supports biodiversity protection through green landscape development and sustainable sourcing initiatives. In 2025–2026, 15% of facility areas were maintained as green landscapes and 95% of suppliers implemented resource-efficiency measures, contributing to ecosystem conservation and responsible resource utilization.



GRI 305 – GHG Emissions

ESPL manages greenhouse gas and air emissions through energy-efficient operations and environmental monitoring. In 2025–2026, the company recorded 1.31 MTCO₂e Scope 1 emissions, 10.26 MTCO₂e Scope 2 emissions, and 89.63 MTCO₂e Scope 3 emissions, demonstrating ongoing efforts to reduce its carbon footprint.

GRI 305 – Scope 1 GHG Emissions

ESPL monitors direct greenhouse gas emissions from its operations and implements emission-reduction initiatives. In 2025–2026, Scope 1 emissions were reduced to 1.31 MTCO₂e through improved operational controls, efficient equipment utilization, and continuous environmental performance improvement measures.

GRI 305 – Scope 2 GHG Emissions

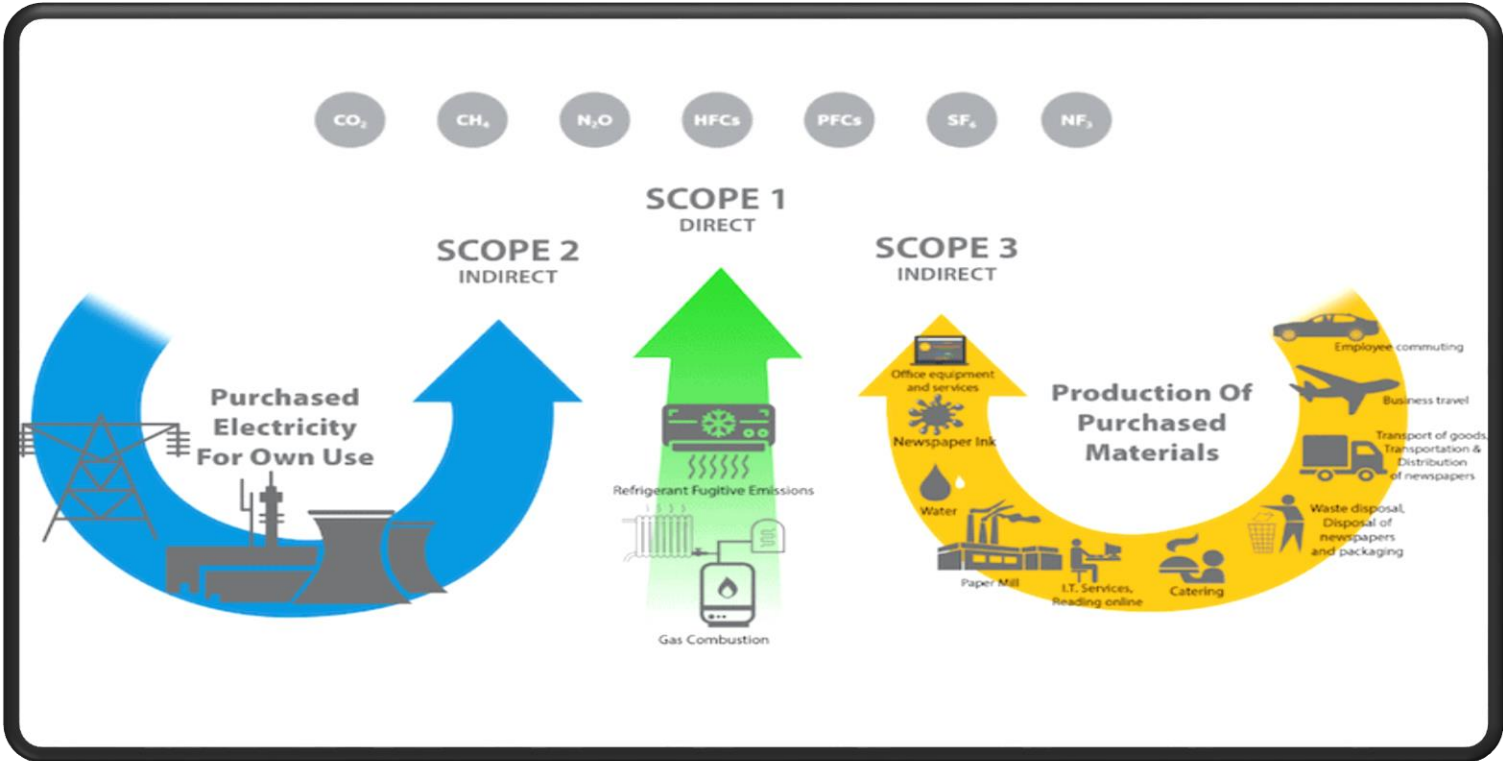
ESPL addresses indirect emissions associated with purchased electricity through energy conservation initiatives. In 2025–2026, Scope 2 emissions were 10.26 MTCO₂e, reflecting efforts such as efficient machinery operation, LED lighting adoption, and structured energy management practices

GRI 305 – Scope 3 GHG Emissions

ESPL evaluates value-chain emissions to improve sustainability performance beyond its direct operations. In 2025–2026, total Scope 3 emissions amounted to 89.63 MTCO₂e, highlighting ongoing initiatives in sustainable sourcing, logistics optimization, and supplier engagement programs.

GRI 305 – Scope 3 Upstream Emissions

ESPL works with suppliers to improve environmental performance and reduce upstream impacts. In 2025–2026, upstream Scope 3 emissions were 89.63 MTCO₂e, supported by responsible procurement practices, supplier sustainability engagement, and efficient material sourcing strategies.



GRI 305 – Scope 3 Downstream Emissions

ESPL addresses downstream environmental impacts through product efficiency and responsible packaging initiatives. During 2025–2026, downstream Scope 3 emissions were 2.45 MTCO₂e, demonstrating efforts to reduce emissions associated with transportation, packaging, and customer product use.

GRI 306 – Waste



ESPL applies a structured waste management approach emphasizing waste reduction, recovery, recycling, and responsible disposal. In 2025–2026, hazardous waste was reduced to 2.404 tons, non-hazardous waste to 7.58 tons, and waste recovery increased to 2.10 tons, supporting circular economy objectives and environmental protection.

GRI 306 – Hazardous Waste Management



ESPL minimizes hazardous waste generation through waste segregation, process optimization, and responsible disposal practices. In 2025–2026, hazardous waste generation was reduced to 2.404 tons, reflecting the company's commitment to pollution prevention and regulatory compliance.

GRI 306 – Non-Hazardous Waste Management



ESPL manages non-hazardous waste through reduction, reuse, and recycling initiatives. During 2025–2026, non-hazardous waste generation decreased to 7.58 tons, supporting resource conservation and continuous improvement in environmental performance.

GRI 306 – Waste Recovery Achievement

ESPL promotes circular economy practices by recovering and reusing valuable materials. In 2025–26, 2.10 tons of waste were recovered through recycling partnerships, material recovery systems, and waste diversion initiatives, reducing the environmental burden associated with disposal activities.

GRI 306 – Waste to Landfill

ESPL continuously reduces waste sent to landfill through recycling and recovery programs. In 2025–2026, waste to landfill was reduced to 13,941 liters, demonstrating effective waste management controls and commitment to sustainable resource utilization.

GRI 307: Environmental Compliance

No significant environmental fines, penalties, sanctions, or cases of non-compliance with environmental laws and regulations were reported during the reporting period. ESPL remains committed to maintaining compliance through environmental management systems, operational controls, monitoring programs, and continuous improvement initiatives.

GRI 413 Approach to stakeholder engagement

ESPL maintains an inclusive stakeholder engagement approach by communicating regularly with employees, customers, suppliers, regulators, and local communities to understand sustainability expectations and concerns. In 2025–2026, recorded 15 employees participating in social dialogue, while achieved 100% stakeholder environmental disclosure coverage, strengthening transparency, trust, and continuous improvement.

GRI 413 – Evaluation of the Management Approach

ESPL evaluates its sustainability management approach through environmental advocacy activities and stakeholder communication effectiveness. During 2025–26, recorded 5 environmental advocacy initiatives, while achieved 100% stakeholder disclosure coverage. Performance reviews help assess effectiveness, identify improvements, and strengthen ESG governance and stakeholder confidence.

GRI 414 – Supplier Environmental Assessment

ESPL evaluates suppliers against environmental, labor, and human rights criteria to promote responsible sourcing. During 2025–2026, 100% of targeted suppliers were covered by sustainability assessments and 100% underwent sustainability on-site audits, strengthening supply chain sustainability and ESG risk management.



ENVIRONMENTAL PERFORMANCE DATA



28%

*Product use
(Percentage of product
packaging made from
recyclable,
biodegradable, or
minimal
packaging materials)*

GRI 301

40 No's

*Product end-of-life (No
of persons given
training on product
End-of
Life)*

GRI 301

26248.32
Kwh

*Total energy
consumption*

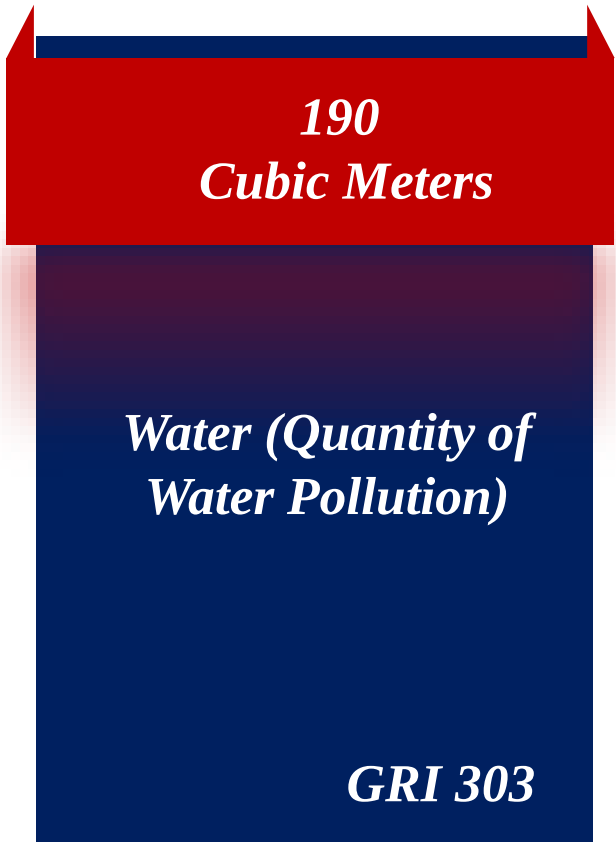
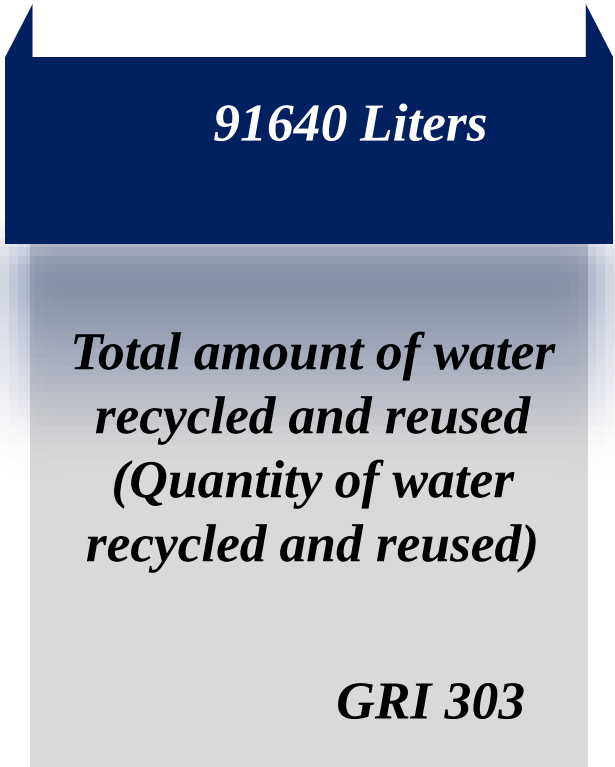
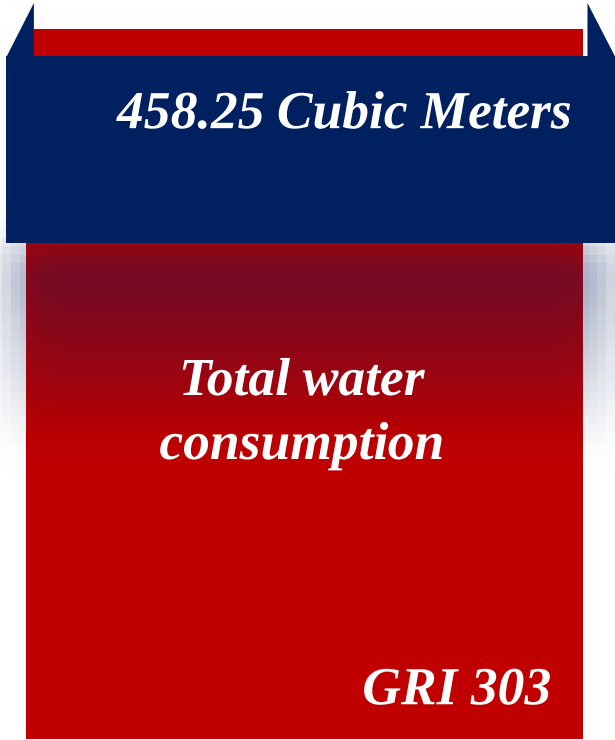
GRI 302

26248.32
kWH

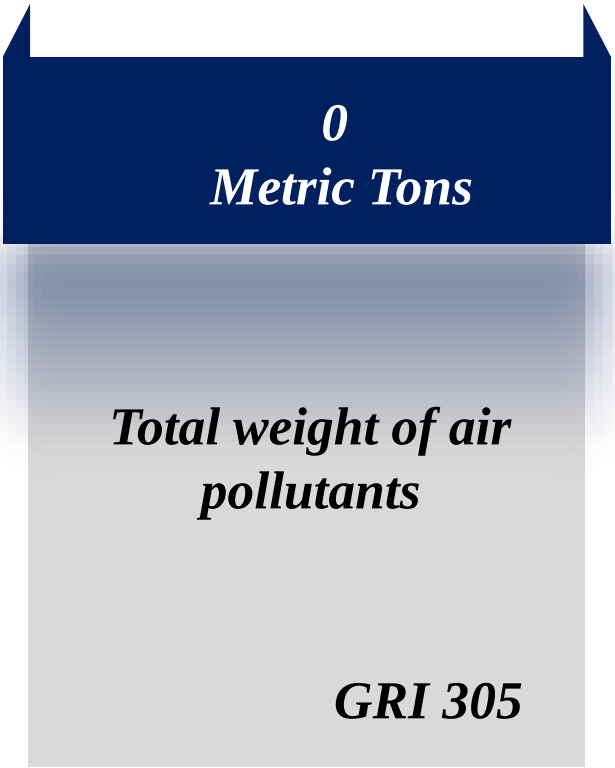
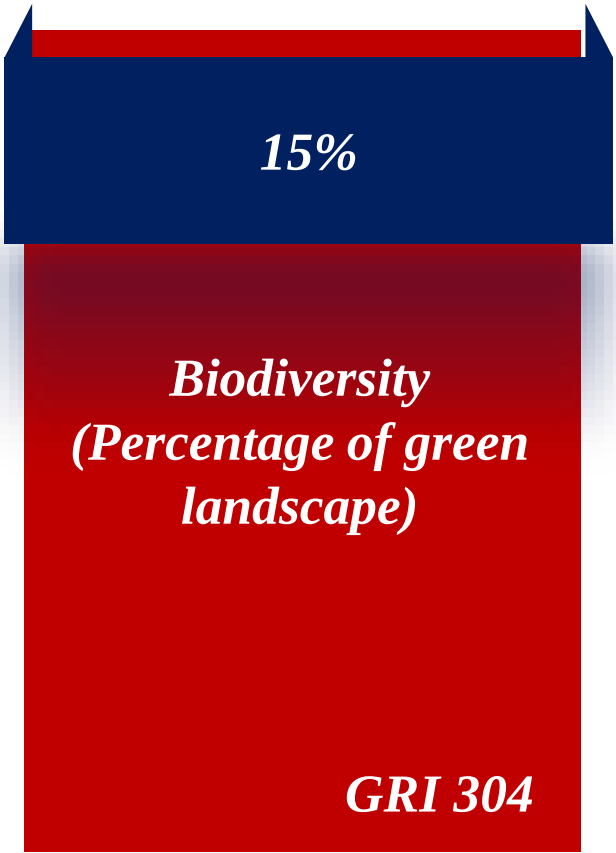
*Energy consumption
and GHGs (Total
Energy Consumption &
GHGs)*

GRI 302, 305

ENVIRONMENTAL PERFORMANCE DATA



ENVIRONMENTAL PERFORMANCE DATA



ENVIRONMENTAL PERFORMANCE DATA



**1.31
MTCO₂e**

*Total gross Scope 1
GHG emissions
(Reduction target
for Scope 1
emissions)*

GRI 305

89.63 MTCO₂e

*Total gross Scope 3
GHG emissions
(Reduction target for
Scope 3 emissions)*

GRI 305

10.26 MTCO₂e

*Total gross Scope 2
GHG emissions
(market or location
based)(Reduction
target for Scope 2
emissions)*

GRI 305

ENVIRONMENTAL PERFORMANCE DATA



2.45 MTCO₂e

*Total gross Scope 3
Downstream GHG
emissions (Reduction
target for Scope 3
Downstream
Emissions)*

GRI 305

87.18 MTCO₂e

*Total gross Scope 3
Upstream GHG
emissions (Reduction
target for Scope 3
Upstream
Emissions)*

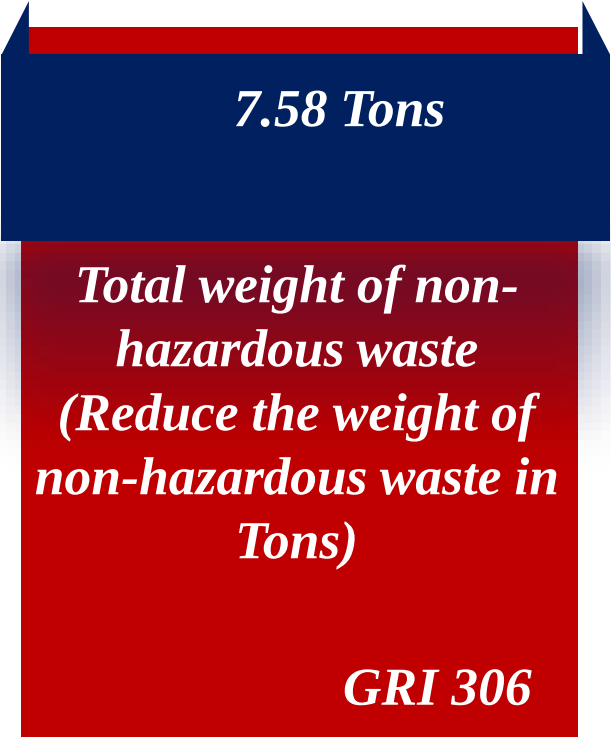
GRI 305

2.404
Tons

*Total weight of
hazardous waste
(Reduce the weight of
hazardous waste in
Tons)*

GRI 306

ENVIRONMENTAL PERFORMANCE DATA





SOCIAL



GRI 401-1, 401-2, 401-3: Employment

ESPL promotes fair employment practices, employee well-being, and workforce development through equitable recruitment, competitive benefits, and career growth opportunities. During 2025–2026, 100% of employees received annual performance appraisals, 100% received health insurance coverage, and 95% benefited from enhanced healthcare coverage, demonstrating the company’s commitment to employee welfare and long-term workforce sustainability.

GRI 404-1, 404-2, 404-3: Training and Education

ESPL invests in continuous employee development through technical, operational, ethical, and sustainability training programs. Learning initiatives strengthen competencies, innovation, and career advancement opportunities. During 2025–2026, employees completed an average of 11 training hours per person, while 100% participated in career development programs and annual performance appraisals, supporting workforce capability enhancement.

GRI 402-1: Labor/Management Relations

ESPL maintains transparent communication between management and employees regarding workplace matters, operational changes, and organizational developments. Open engagement channels encourage collaboration, trust, and employee participation in decision-making processes. During 2025–2026, 100% of employees participated in annual performance reviews, supporting effective labor-management relations and workforce engagement.

GRI 403-8, 403-9, 403-10: Occupational Health and Safety

Employee health and safety remain fundamental priorities at ESPL. Comprehensive risk assessments, safety training, workplace inspections, and preventive controls help maintain a safe working environment. During 2025–2026, the company achieved 0 work-related injuries, 0 occupational illnesses, and 0 lost-time incidents, reflecting the effectiveness of its occupational health and safety management system.



GRI 405-1, 405-2: Diversity and Equal Opportunity

ESPL fosters an inclusive workplace where equal opportunities are provided regardless of gender, age, nationality, or background. Diversity strengthens innovation, collaboration, and organizational resilience. During 2025–2026, female and disabled employee representation in technical and leadership positions reached 40%, demonstrating the company’s commitment to diversity, equity, and inclusion objectives.



GRI 406-1: Non-Discrimination

ESPL promotes respect, dignity, fairness, and equal opportunity through non-discrimination policies, anti-harassment measures, employee awareness, and grievance mechanisms. During 2025–2026, ESPL recorded 0 discrimination or harassment incidents, achieving 100% incident-free performance against its zero-incident target. The company remains committed to maintaining an inclusive and respectful workplace.

GRI 412-1, 412-2, 412-3: Human Rights Assessment

ESPL promotes human rights through workplace policies, employee awareness, and responsible business practices. During 2025–2026, 0 human rights incidents were recorded (KPI value). The company aims to strengthen human rights assessments, provide employee training, and encourage business partners to respect human rights across its operations and business relationships.

GRI 408-1 & GRI 409-1: Child Labor and Forced Labor

ESPL strictly prohibits child labor, forced labor, bonded labor, and human trafficking throughout its operations and supply chain. Supplier evaluations, recruitment controls, and ethical business practices support compliance with international labor standards. During 2025–2026, the company reported 0 child labor incidents, 0 forced labor incidents, and 0 human trafficking cases, reinforcing its human rights commitments.

GRI 413-1, 413-2: Local Communities

ESPL supports responsible business practices by considering community well-being and potential social impacts. During 2025–2026, the company recorded 5 environmental service and community engagement activities. ESPL aims to strengthen stakeholder engagement, promote environmental awareness, and identify potential adverse impacts on local communities through responsible operational management.



GRI 414-1, 414-2: Supplier Social Assessment

ESPL promotes responsible sourcing by evaluating suppliers' social, labour, and human rights practices. During 2025–2026, 100% of targeted suppliers signed the Supplier Code of Conduct (KPI value). The company strengthens supplier assessments, encourages ethical labour practices, and aims to identify and address potential negative social impacts across its supply chain.

GRI 416-1, 416-2: Customer Health and Safety

ESPL prioritizes customer health and safety through product quality checks, safety assessments, and compliance controls. During 2025–2026, the company recorded 0 reported customer health and safety incidents (KPI value). ESPL aims to maintain product reliability, identify potential safety risks, and ensure products meet applicable quality and safety requirements.

GRI 418-1: Customer Privacy

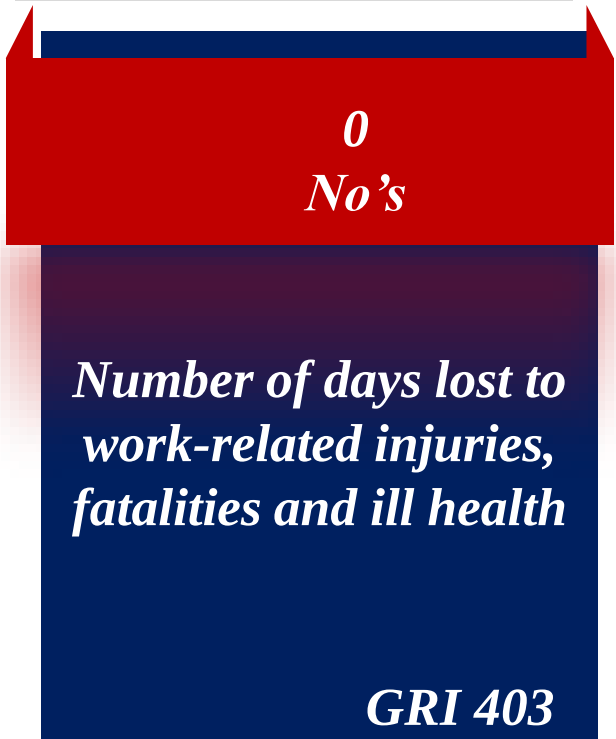
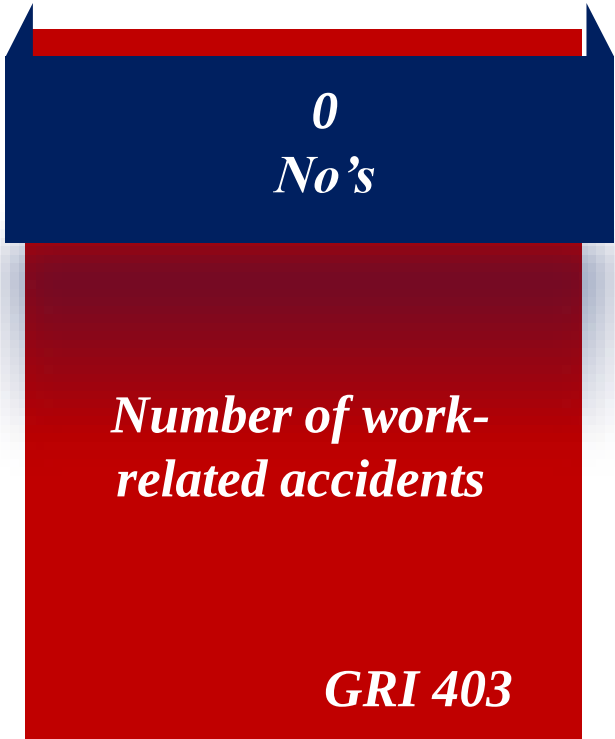
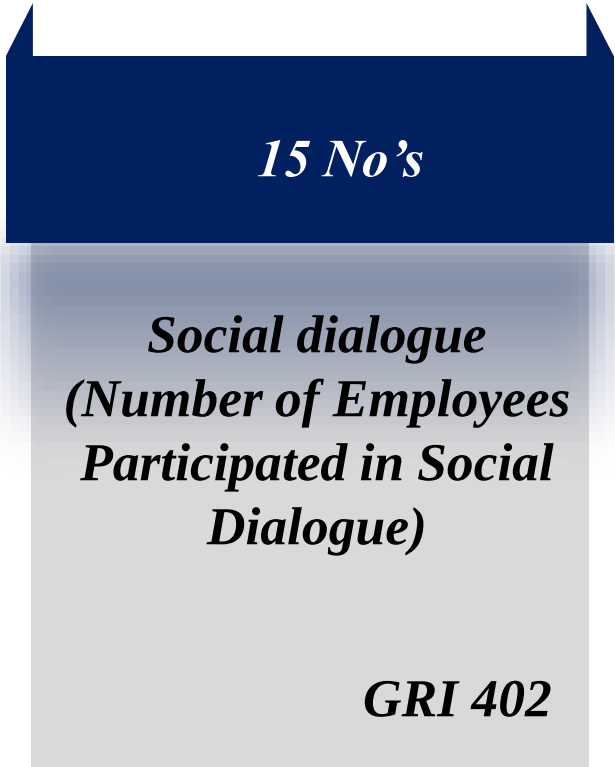
ESPL protects customer and stakeholder information through information security controls, confidentiality procedures, cybersecurity measures, and responsible data management practices. During 2025–2026, the organization recorded 0 information security incidents, 0 personal data breach incidents, and 0 internal misuse-related data breaches, demonstrating strong protection of customer privacy and confidential information.

GRI 419: Socioeconomic Compliance

During 2025–2026, ESPL reported no significant fines, sanctions, penalties, or legal actions relating to non-compliance with social or economic laws and regulations. The company maintains governance controls, compliance monitoring, ethical business practices, and continuous improvement programs to ensure regulatory compliance.



SOCIAL PERFORMANCE DATA



SOCIAL PERFORMANCE DATA



0
No's

*Employee health and
safety (Number of
reportable incidents)*

GRI 403

11 Hours

*Average hours of
training per employee
(Average Number of
Hours of Training Per
Employee)*

GRI 404

100%

*Career management
and training
(Percentage of
employees participating
in
career development
programs)*

GRI 404

SOCIAL PERFORMANCE DATA



0 No's

Discrimination and Harassment (Number of Reported incidents of Discrimination & Harassment)

GRI 405

22%

Percentage of women employed in the whole organization (Gender Diversity in the Workforce)

GRI 405

23%

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

GRI 405

0 No's

Child labor, forced labor, and human trafficking (Number of labour/human rights incidents)

GRI 408, 409

SOCIAL PERFORMANCE DATA



0
No's

*External stakeholder
human rights (Number
of Incidents)*

GRI 412

5
No's

*Environmental services
and advocacy (Number
of Activities in
Environmental
Services
& Advocacy)*

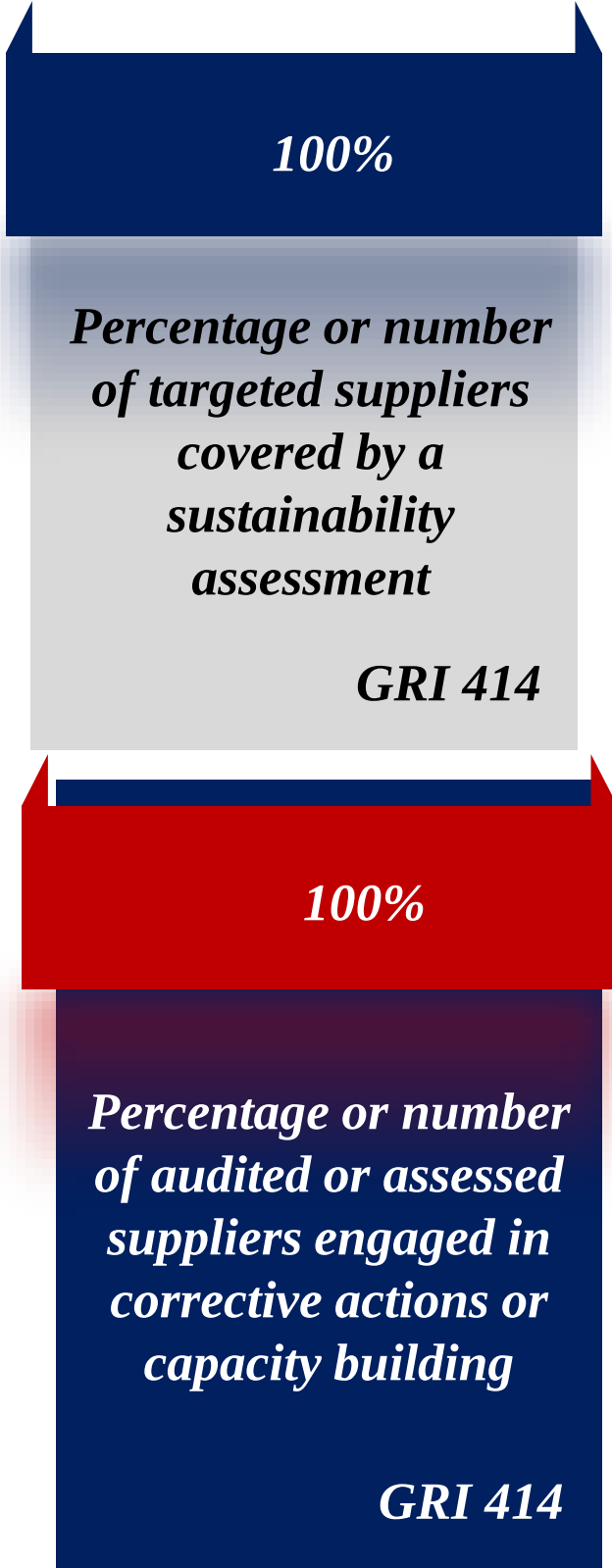
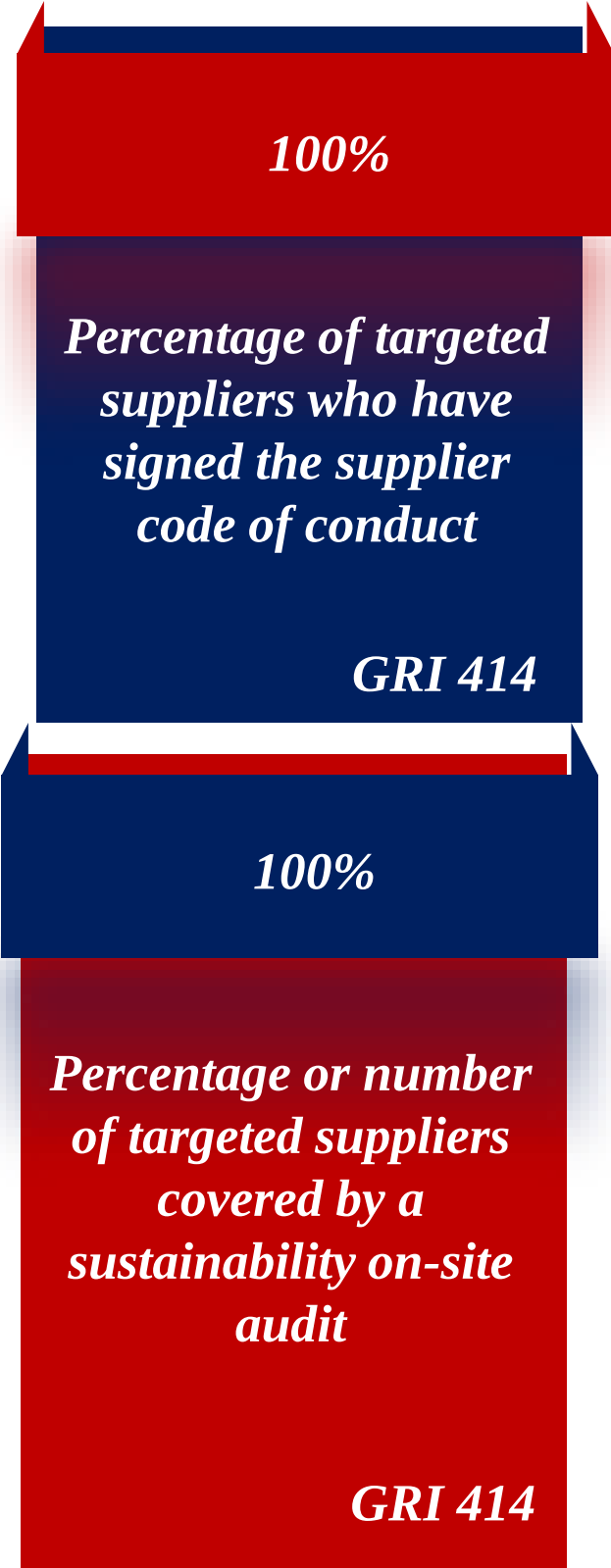
GRI 413

100%

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

GRI 414

SOCIAL PERFORMANCE DATA



SOCIAL PERFORMANCE DATA



100%

Percentage or number
of all buyers who
received training on
sustainable
procurement

GRI 414

0
No's

Customer health and
safety (Count of
reported customer
health and safety
Incidents)

GRI 416

0
No's

Number of confirmed
information security
incidents

GRI 418



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INDEPENDENT ASSURANCE STATEMENT

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

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

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



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