SRF LIMITED

(TECHNICAL TEXTILES BUSINESS UNIT)

Manali Industrial Area, Manali, Chennai - 600068, Tamil Nadu, India.

Corporate Sustainability Report

For the year 01st January, 2025 to 31st December, 2025

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Prepared by: Neha Sehgal
Designation: GM-HR

Recommended By: Krishan Singh
Designation: Sr.VP – HR

Approved By: Prashant Yadav
Designation: President & CEO (FCB& TTB)

SRF LIMITED TTBM MANALI, CHENNAI-68



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About us

SRF is engaged in the manufacturing of Nylon 6 chips, yarns and tyre cord fabrics, including grieve and dipped fabrics, for industrial applications. Its Technical Textiles operations at Manali, Chennai, integrate key manufacturing processes such as polymerization, spinning, twisting, weaving and dipping, supported by quality control, maintenance, utilities and research and development. SRF focuses on product quality, operational efficiency, workplace safety and responsible resource management. The company recognizes the importance of environmental protection, employee welfare, ethical business practices and sustainable supply chain management. Through continuous improvement, employee skill development, energy efficiency, water conservation and waste management, SRF aims to strengthen operational performance and support responsible manufacturing. Its sustainability approach encourages compliance with applicable requirements, stakeholder engagement and the integration of environmental, social and governance considerations into business activities.

About us



We are a multi-business chemicals conglomerate building the materials, molecules, and reinforcements that keep industries moving – from pharmaceuticals and agrochemicals to refrigeration, mobility, packaging, infrastructure, and more. With global leadership across Specialty Chemicals, Fluorochemicals, Performance Films & Foil, Technical Textiles, Coated Fabrics and Laminated Fabrics, SRF turns complex engineering into everyday impact.





Our core strength lies in technology leadership—the rigor of our science, the depth of our engineering, and the courage to innovate responsibly. The vigour of our organisation does not come from yesterday's accomplishments alone; it is the curiosity and conviction we carry forward today that propel us to define new standards. Guided by our principle of "We always find a better way," we will continue to invest in breakthrough R&D, digital capabilities, and sustainable manufacturing, turning ideas into impact and setting the pace for global leadership.

We have only touched the tip of the iceberg—the opportunities ahead are immense, and together, we will unlock them.

OUR MAXIM

WE ALWAYS FIND A BETTER WAY

Is encapsulated not only in the products that we manufacture and the superior processes that we adopt, but also amply demonstrated in our penchant for innovation, technology leadership, employee engagement, professional management, transparent governance and inclusive growth.



Excellence Through Total Quality Management

At SRF, Total Quality Management (TQM) is the cornerstone of our business philosophy. Guided by principles of customer focus, systematic improvement approaches, and people participation at all levels, quality is embedded into every process from product design to delivery and enabling functions.

Our integrated approach combines proven methodologies like PDCA, Lean, and TPM with advanced digital tools, ensuring excellence across the value chain. Over 6,00,000 cumulative kaizens, 400 autonomous "TIE" groups, and 500+ completed annual projects, continue to deliver significant and sustained breakthroughs for businesses and enhance organisational capabilities. As we embrace data-driven and AI-enabled systems, SRF continues to "always find a better way", shaping a future of innovation and enduring value for all our stakeholders.





Since SRF's incorporation in 1970 and the subsequent establishment of our first plant in Manali, near Chennai, India in 1974, we have grown from being a single unit tyre cord manufacturer into a leading, professionally-managed, diversified chemicals conglomerate.


Specialty Chemicals


Fluorochemicals


Performance Films & Foil


Technical Textiles


CoatedFabrics


LaminatedFabrics

Beyond Business

Changing Lives, Bringing Smiles.

Purpose beyond profits drives SRF. Since 1982, the SRF Foundation has been empowering communities through

- **Education**
- **Vocational Skills & Livelihood**
- **Natural Resource Management**

Read More

SRF
We always find a better way

SRF Today

From a technical textiles company to a diversified, global leader in chemicals, SRF's journey is a testament to the power of purpose, perseverance, and people. Our legacy is not just about what we've built – it's about what we continue to stand for.

This is SRF. A story still being written.





Our values and aspirations aren't painted on walls – they shape every decision, every relationship, and every breakthrough. They are the foundation of our identity and the engine behind our journey toward 2030 and beyond.





Professional Reputation & Value System

Our professional reputation and unwavering value system guide everything we do – from attracting talent and building ethical partnerships to delivering with pride and integrity. We uphold best-in-class governance, nurture trusted relationships, and remain committed to our community and environment. These values are non-negotiable – always true, always relevant.

Customer Advocacy

At SRF, Customer Advocacy is at the heart of our growth strategy. We nurture strong relationships to remain the preferred partner of choice. Our goal is to inspire customers to expand our presence within their organisations, recommend us in relevant circles, and share positive experiences – making advocacy a natural outcome of trust and excellence.

Innovation & Technology Leadership

At SRF, we lead through innovation by transforming bold ideas into impactful solutions. We adopt best practices across industries, define challenges clearly, and explore widely with curiosity and courage. By questioning norms, trusting intuition, and acting swiftly, we turn imagination into progress – driving meaningful change through technology.

Operational Excellence

At SRF, Operational Excellence means continuously improving how we work while setting and sustaining new benchmarks across Quality, Cost, Delivery, and Safety/Service (QCDS). Guided by the SRF Management Way, we challenge the status quo to unlock better outcomes and drive performance at every level.

Environment & Social Responsibility

At SRF, we are committed to holistic and sustainable value creation. As we grow, we are actively identifying ESG risks and opportunities to guide our actions. We aim to benefit the communities we operate in, embrace diversity, equity, and inclusion, increase our use of renewable energy, and strengthen our focus on the 3Rs – Recycle, Reuse, and Reduce.

Our Leadership | TEAM

Leading innovation and execution across all businesses.



Ashish Bharat Ram
Chairman & Managing Director SRF Limited



Kartik Bharat Ram
Joint Managing Director, SRF Ltd.



Prashant Yadav
President and CEO, Fluorochemicals Business & Technical Textiles Business



Anurag Jain
President and CEO, Specialty Chemicals Business & Chemicals Technology



Prashant Mehra
President & CEO, Performance Films & Foil Business, Coated & Laminated Fabrics



Samir Kashyap
President & CFO



Geeta Jadhav
President & CHRO



Sanjay Rao
President & CIO

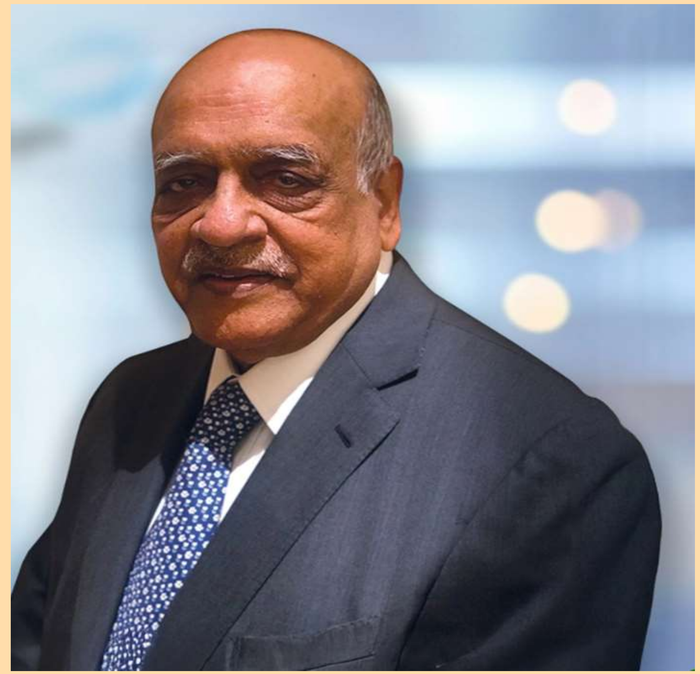
Board of Directors

Guiding SRF forward with vision and integrity.

Chairman Emeritus

A visionary leader and industry stalwart, Arun Bharat Ram has been instrumental in shaping SRF's journey from a single-unit operation into a global, diversified conglomerate.

Arun Bharat Ram
Chairman Emeritus





Ashish Bharat Ram
Chairman & Managing Director



Kartik Bharat Ram
Joint Managing Director, SRF Ltd.



Vellayan Subbiah
Non-Executive, Non-Independent Director



Vineet Agarwal
Independent Director



Ira Gupta
Independent Director



Bharti Gupta Ramola
Independent Director



Puneet Yadu Dalmia
Independent Director



Yash Gupta
Independent Director



Raj Kumar Jain
Independent Director



Pramod Gopaldas Gujarathi
Director (Safety & Environment) and Occupier



At SRF, every award and recognition reinforces our commitment to Redefining Possible, Every Day. They embody the trust of our customers, the strength of our teams, and our unwavering focus on sustainable, responsible growth.



SRF recognised at the first-ever DET Hurun India Manufacturing Excellence Award

SRF Fluorochemicals Business honoured with ZERO PPM Award from Toyota Kirloskar for defect-free quality

SRF Foundation received the CSR Times Gold Award for Rural Education in Mewat

SRF Industries (Thailand) Ltd. recognised with the IEAT Green Star Award for Sustainability

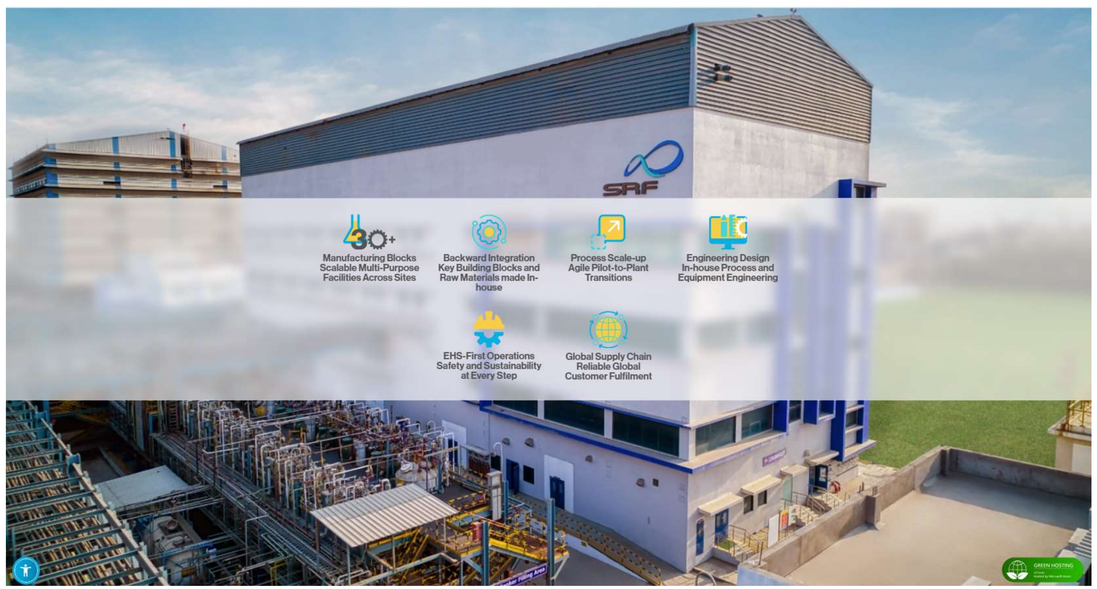
SRF awarded with the Alden Top 50 Supply Chain & Logistics (North) Award

Featured in the 2024 Burgundy Private Hurun India 500 List

Named Innovation Champion in Chemicals & Materials at DET Hurun Manufacturing Excellence Awards

Honoured by ISCM for supply chain excellence in diversified sector

BUSINESSES

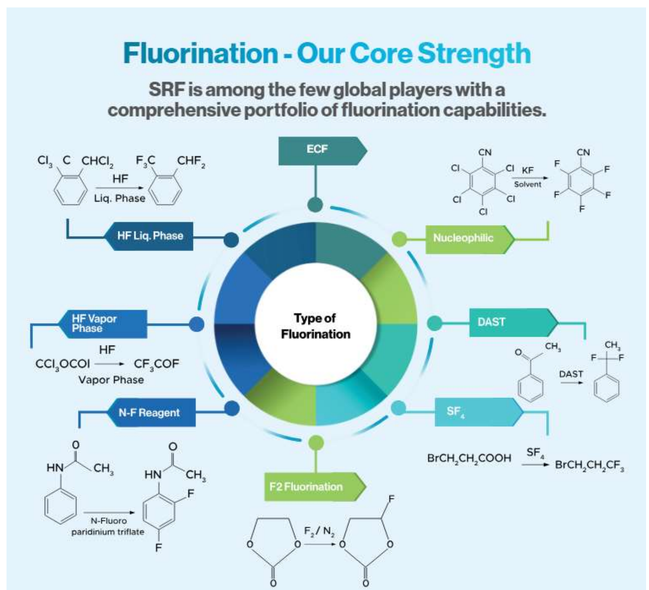


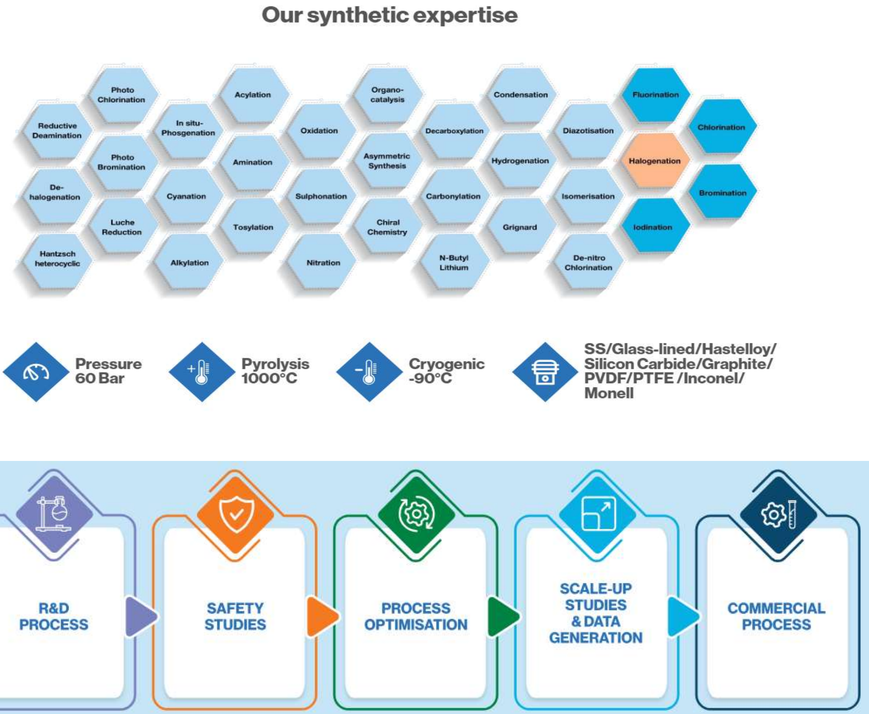


High-Precision Intermediates. Deep Chemical Expertise.

Our expertise spans development, contract synthesis, and manufacturing of advanced intermediates-specifically tailored for Agro, Pharma, Electronics, Battery Chemicals, and Specialty Performance Applications.







BUSINESSES



Pilot Plant: Bridging Lab & Plant

Nurturing Seeds of Innovation

The development work of new products and processes is well supported by state-of-the-art DCS-operated Pilot Plant. The plant is multi-purpose in nature and can handle Process Development work involving sub atmospheric to high pressure (up to 50 kg/cm 2) conditions over a wide range of temperature (-80C to >350C). The plant equipment includes a variety of Reactors, Distillation Columns, Heat Exchangers and related paraphernalia in various materials of construction.



Innovating Responsibly for a Low-Carbon Future



Climate & Energy

- **Decarbonising** Core Operations (Scope 1 & 2)
- Accelerating **Renewable Energy** Transition
- Advancing **Atomic Efficiency** & adoption of **Green Chemistry**

Sustainable Sourcing

- **Scope 3 GHG Decarbonisation Rollout** for supplier engagement & low-carbon sourcing
- **Global Sustainability Engagement** for transparent disclosure & benchmarking





Sustainable Products

- Internalising **Product Carbon Footprint (PCF)** Systems for embedding PCF across lifecycle
- Enabling **Low-Emission Product Portfolios and Enhance Transparency** for Customers

Chemistry that Powers | PROGRESS

From refrigerants to polymers, powering industries with innovation and responsibility.

SRF's Fluorochemicals Business, established in 1989, has evolved into a global leader in Refrigerants, Pharma Propellant, Industrial Chemicals, and Fluoropolymers. With deep R&D expertise, backward integration, and a strong manufacturing footprint at Bhiwadi (Rajasthan) and Dahej (Gujarat), we serve customers in more than 60 countries.



BUSINESSES



Innovation & R&D

- Indigenous technology leadership: developed F 134a, F 32, TCE, PCE.
- Breakthrough pilot plant for HFO 1234yf – a next-gen low-GWP refrigerant for automobiles.
- F-467A – India's first refrigerant to be certified by ASHRAE, developed using SRF's in-house patented technology.
- Robust patent portfolio across refrigerant transitions.
- Dedicated R&D teams aligned with global protocols (Montreal, Kyoto, Kigali).
- Pioneering work in developing indigenous processes for Halons (phased out), Trichloroethylene, and Perchloroethylene.

Manufacturing Footprint

- **Bhiwadi, Rajasthan:**
  Origin site (1989); produces F 22, Chloromethanes, F 32, F 134a, HFC blends. Developed India's first ozone-friendly refrigerants (F 134a, F 32) using indigenous technology.
- **Dahej, Gujarat:**
  Growth hub with pharma propellants, advanced refrigerants (F 32, F 125, F 134a), and fluoropolymers. Houses relocated HFC-125 facility acquired in 2017.
- Backward integration into critical intermediates (HF, chloroform, trichloroethylene).





Commitment to Sustainability

- Transition leader in refrigerants aligned with **Montreal, Kyoto, Kigali Protocols.**
- Strong safety culture and certified global standards.
- Lower-GWP blends, Zero Liquid Discharge (ZLD), energy-efficient operations.

Powering Performance Across Every Layer

Engineered for protection, sustainability & performance beyond packaging.

SRF's Performance Films and Foil Business (PFB) delivers high-performance solutions through innovation and sustainable manufacturing. Our portfolio includes BOPET, BOPP, CPP, Capacitor Grade BOPP Films, and Aluminium Foil, ensuring superior functionality and reliability across diverse applications.



Global Leadership
Leading the world in high-performance packaging films

Research & Innovation
Advanced R&D driving sustainable and high-quality product development

Circular Commitment
Focussed on recyclability, downgauging, and circular economy principles

Global Presence
Serving 90+ countries across food, pharma, and industrial sectors

Trusted Excellence
Recognised worldwide for reliability, technology, and sustainable growth



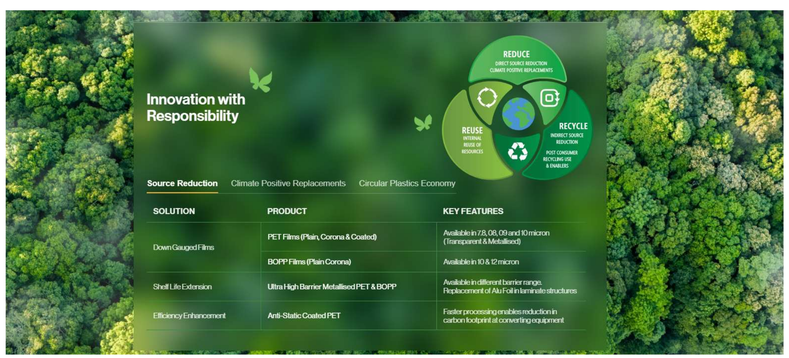


Easy To Do Business With (ETDBW) Philosophy

We aim to make it easy for our partners to do business with us.

This is why we have chosen the timeless foundations of **Quality, Cost, Delivery, Service, Innovation and Sustainability** as the core of our existence. To create a business-friendly experience that delightfully adapts to your global needs yet remains simple and flexible. And for this, we have built a culture that believes in creating win-win and earning your trust as a Partner.

It is what sets us apart, it is what we call **ETDBW.**

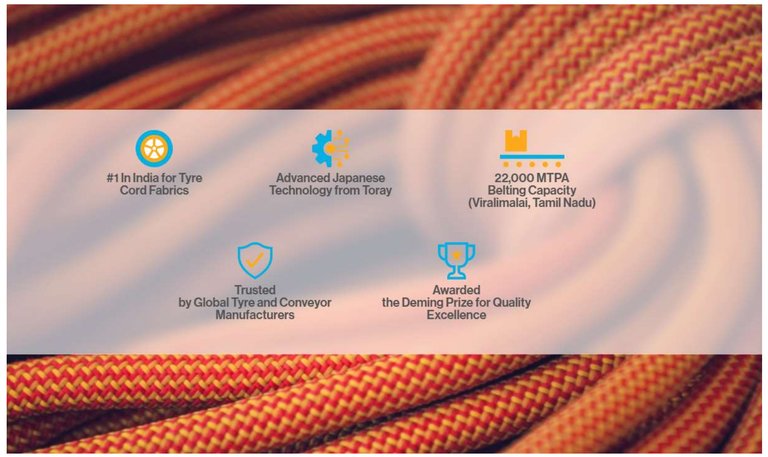


BUSINESSES

Strength you can | TRUST

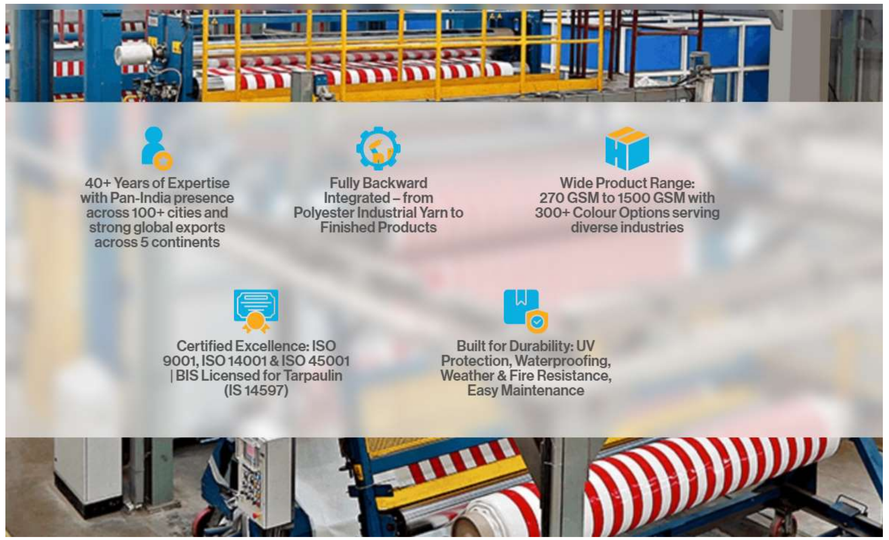
Our Technical Textiles deliver reinforcement, safety and reliability to diverse industries.

SRF is a global leader in Technical Textiles, offering Tyre Cord Fabrics, Belting Fabrics, and Industrial Yarns. Our solutions form the backbone of mobility, infrastructure, and industrial applications.



Built for strength | AND PROTECTION

Pioneering PVC synthetic-coated fabrics that deliver strength, safety, and style.



We have been India's leading manufacturer of PVC Synthetic-Coated Fabrics for over 40 years, delivering durable, UV-stabilised, waterproof, and fire-resistant solutions in 300+ shades (270–1500 gsm). With state-of-the-art, vertically integrated facilities and ISO-certified quality standards, we cater to diverse sectors – from architecture to defence. Proudly, we are the first in India to offer BIS-certified tarpaulins..

Product Portfolio

- Tensile Architectural Membranes (DURATENS)
- Inflatables
- Pond Liners / Biofloc / Oil Boom Barriers
- Dynamic Tarpaulins
- Static Covers (DURASHIELD TARPS)
- Awnings (FABAWN)
- Auto Canopy (TUFTOP)
- Hangar Cover
- Ducting Fabrics



Tensile Architectural Membranes (DURATENS)

High-quality PVDF-coated PVC membranes making it perfect for all kinds of big tensile structures, including stadiums, airports, railway stations, park shades, passages, canopy and customised applications.

Features:

- Low Wick
- Flame Retardant
- Anti-Microbial
- UV Stabilised
- Easy to Clean
- Direct Weldable

Textile, Coating & Lacquering

SRF operates a state-of-the-art, fully integrated coated fabrics manufacturing facility, spanning the entire value chain — from polyester yarn spinning to finished fabrication. Backed by advanced technologies from Toray (Japan), Dornier (Germany), Picanol (Belgium), and Isotex (Italy), the facility ensures superior quality, consistency, and scale.

With an annual capacity of ~17 million sq. m, wide-width coating and printing lines, and a broad range of functional finishes, SRF sets industry benchmarks. Certified to ISO 9001, 14001, and 45001, and the first BIS-licensed manufacturer for tarpaulin products, SRF guarantees reliability, authenticity, and performance in every roll.





Fabrication Facility

SRF is equipped with a state-of-the-art fabrication facility for the fabrication of customisation tarpaulins & specialty articles in specially-designed US & European machines, setting the highest record in the fabrication of the largest single pond liner of 8,790 sq. mt.

Area: 32,000 sq. ft.

Capacity: 6 million sqm/annum

Expertise: Quick turnaround of fabricated articles



Manufacturing Footprint

Gummidipoondi, Tamil Nadu
SRF's fully integrated facility combines weaving, coating, printing, and lacquering using proprietary PVC formulations. It manufactures premium-coated fabrics and fabricated articles under stringent quality standards.

Innovation & Sustainability

- Industry first developments: rodent-deterrent and fumigation covers
- Phthalate-free & Reach Compliant materials ensuring safety across supply chain
- Continuous R&D for enhanced durability and process efficiency
- ISO Certified, Responsible Care® aligned operations

BUSINESSES



SRF Laminated Fabrics delivers durable, high-quality flex materials for hoardings, billboards, and signage – empowering brands with unmatched visibility and performance. Designed for both static and dynamic applications, our products are compatible with leading solvent-based printers and can be treated for anti-UV and fire-retardant properties. Backed by a pan-India network, we ensure reliable service and reach across the country.



Product Portfolio



Our Edge



Brand Range



Manufacturing Footprint

Kashipur, Uttarakhand: Established in 2010, SRF's state-of-the-art facility produces **7.5 million square metres per month** of PVC laminated polyester fabrics. The plant integrates **calendaring, cold & hot lamination, and automated heat-sealing** technologies to deliver premium-quality outputs. It is also equipped for **custom lamination** and fabrication to meet diverse client requirements.



Quality

Environment

Health

ESG OVERVIEW

Sustainability That Shapes | TOMORROW

Measured outcomes in environment, people and governance.

Sustainability is core to SRF's business model. We focus on measurable action – reducing emissions, conserving water, improving resource efficiency, and creating social impact – so our growth strengthens communities and safeguards natural systems.



"At SRF, sustainability is not a choice – it is our commitment to the future. As a diversified chemicals conglomerate, we recognise the profound responsibility we carry in shaping a resilient and better tomorrow. Through our Aspirations 2030, we are embedding environment and social responsibility into the very fabric of our operations – driving innovation, embracing the 3Rs, and investing in communities. This is how we create enduring value for all our stakeholders."

Ashish Bharat Ram
Chairman & Managing Director



Aligned with Aspirations 2030

Decarbonisation
Long-term roadmap aligned with global climate action.

Water Positive
Advancing towards net positive water balance through ZLD and conservation.

Circularity
Embedding green chemistry and circular economy principles across products and processes.

Inclusive Growth
Scaling SRF Foundation's outreach in education, livelihoods, and community development.

Safety & Diversity
Setting benchmarks in workplace safety, wellbeing, and inclusion.

Our Commitment to the UN Global Compact

SRF Limited supports and endorses, in principle, the Ten Principles of the United Nations Global Compact across the areas of human rights, labour, environment and anti-corruption. These universally accepted principles — derived from the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration, and the UN Convention Against Corruption — are consistent with SRF's values, our Code of Conduct, and our sustainability framework. We are committed to embedding these principles across our operations and value chain.

Social Capital
Safety & Wellbeing
- Regular safety audits, training, and culture programs.
- Reduction in incident frequency.

Capability Building
Diversity & Inclusion
Community Impact

Natural Capital



Energy & Emissions
- **42%** of electricity procured from renewable sources
- **1,917 TJ** green energy utilised

(FY26)



Water Stewardship
- **21+ lakh** KL of water recycled
- **13%** reduction in groundwater withdrawal as per compared to previous year

(FY26)



Waste & Circularity
- **10%** reduction in wastewater discharge from previous year
- Ongoing hazardous waste minimisation and safe disposal

(FY26)



Product Stewardship
- Green chemistry principles applied across R&D.
- Development of lower-GWP refrigerant blends.

(FY26)

ESG OVERVIEW

Governance & Reporting



Board Oversight

- ESG strategy reviewed by leadership and board committees.
- Direct accountability at the highest levels.



Transparent Reporting

- ISO 14064 carbon footprint reporting.
- BRSR-aligned disclosures, with third-party validations.



Policies & Standards

- Code of Conduct signed by all employees and vendors.
- Vendor sustainability assessments carried out annually.

SDG Alignment

Highlighting the UN Sustainable Development Goals, SRF contributes to:

SDG 13

Climate Action — through lower-GWP products and emissions reduction.

SDG 12

Responsible Consumption & Production — through green chemistry and resource efficiency.

SDG 6

Clean Water & Sanitation — via ZLD and increased water recycling.

SDG 4 & 8

Quality Education & Decent Work — via SRF Foundation and skills programmes.

Certificates & Recognitions

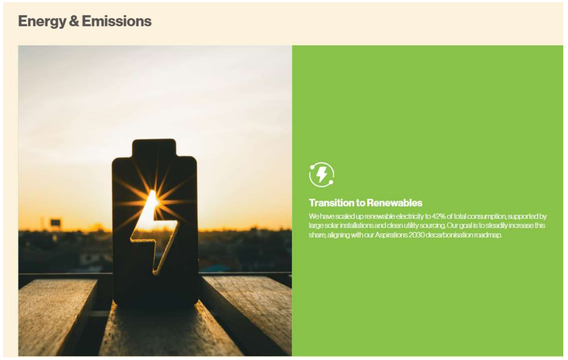
ESG OVERVIEW

Environment



At SRF, environmental stewardship is more than compliance – it is a strategic priority. We are actively reducing our ecological footprint while developing sustainable products and processes that support a low-carbon, resource-efficient future. Our actions span four key focus areas: energy transition, water stewardship, waste and circularity, and responsible product innovation.









Waste & Circularity



Responsible Water Use

Groundwater withdrawal decreased by ~13% in FY26 over the previous year, driven by enhanced efficiency measures and a sustained focus on responsible water management.



Circular Economy Initiatives

Our focus is on closing material loops – recovering by-products, reusing solvents, and exploring innovative packaging solutions to minimise resource consumption.



Green Chemistry

SRF integrates green chemistry principles into R&D, designing processes that minimise by-products, maximise raw material efficiency, and reduce lifecycle environmental impact.



Product Stewardship

Lower-GWP Products

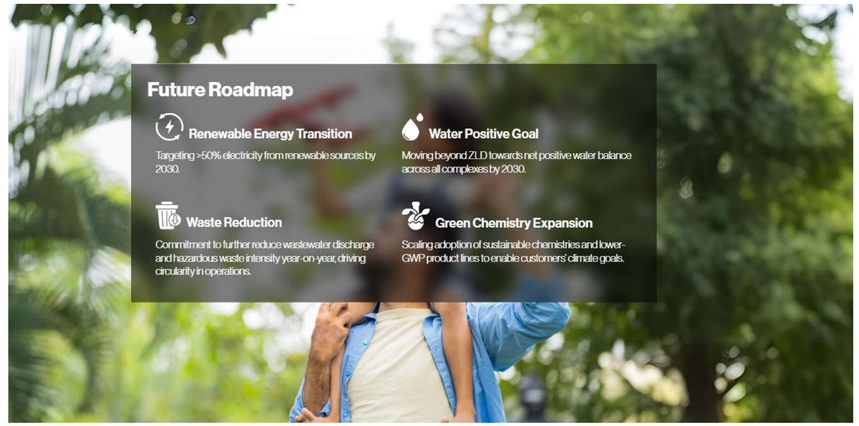
SRF is a pioneer in developing next-generation refrigerants and fluorochemicals with reduced global warming potential. These innovations help customers comply with global climate regulations and move toward sustainable solutions.

Global Standards

Our operations follow ISO 14064-based carbon footprint reporting, and we maintain Responsible Care® certification across our chemical businesses. These frameworks ensure accountability and transparency in our environmental performance.

Sustainable Design-to-Despatch

From process selection to packaging, every stage is reviewed for energy and material efficiency, ensuring sustainability is built into the product lifecycle.



SDG Alignment

Highlighting the UN Sustainable Development Goals, SRF contributes to:

SDG 13

Climate Action: Renewable energy adoption and low-GWP innovation.

SDG 12

Responsible Consumption: Waste minimisation and circularity initiatives.

SDG 6

Clean Water & Sanitation: ZLD systems and water recycling.

ESG OVERVIEW

Social

Empowering People | ENRICHING COMMUNITIES

Building a safer, inclusive workplace and stronger communities for tomorrow.

At SRF, people are our greatest strength. We are committed to creating a safe, inclusive, and empowering workplace while extending our impact into the communities where we operate. Guided by responsibility and innovation, our focus is on employee wellbeing, continuous learning, diversity and inclusion, and transformative programmes delivered through SRF Foundation. Together, these initiatives ensure that our growth is shared and sustainable.



Employee Wellbeing & Safety

Safety-First Culture

Safety is non-negotiable at SRF. Every facility undergoes rigorous audits, risk assessments, and continuous monitoring. Safety drills, hazard awareness sessions, and behaviour-based safety programmes help us embed safety in daily operations.

Health & Wellbeing

We provide on-site healthcare, health insurance, and preventive wellness checks. Employee assistance programmes, fitness initiatives, and mental health awareness workshops form a strong foundation for holistic wellbeing.

Zero Fatalities in FY25

Achieving zero fatalities is a milestone, but our goal is zero harm – ensuring every employee returns home safe, every day.



Capability Building



Skill Development

With over 1.93 lakh hours of training in FY25, employees received structured learning on technical, digital, and leadership skills.



Learning Platforms

Our technical academies and e-learning platforms provide anytime access to upskilling opportunities. Continuous education programmes ensure our workforce is future-ready.



Leadership Pipeline

Structured interventions and mentoring programmes help groom the next generation of leaders, ensuring continuity of values and excellence.

Community Impact



Education

Through partnerships with schools and NGOs, we improve access, quality, and infrastructure of education for children in underserved areas.



Vocational Skills & Livelihood

We run training centres and self-employment programmes that empower youth and women to achieve financial independence.



Natural Resource Management

Watershed development, sustainable farming techniques, and afforestation projects are improving resource availability and resilience in communities.



Healthcare & Awareness

Our health camps, sanitation drives, and awareness campaigns directly improve quality of life and promote community wellbeing.

SDG Alignment

Highlighting the UN Sustainable Development Goals, SRF contributes to:

SDG 4

Quality Education: Enhancing access and quality of education.

SDG 5

Gender Equality: Increasing women's participation in workforce and community initiatives.

SDG 8

Decent Work & Economic Growth: Skilling initiatives creating sustainable livelihoods.

SDG 3

Good Health & Wellbeing: Workplace safety and community healthcare programmes.

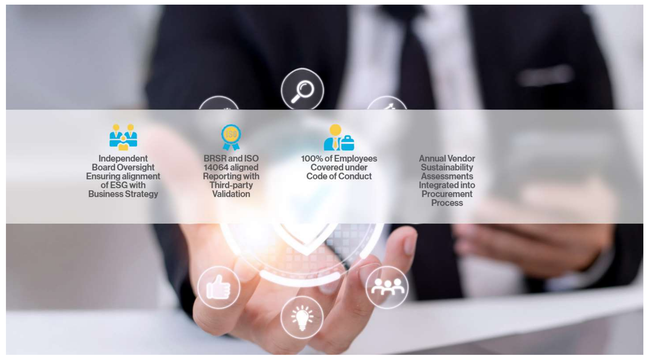
ESG OVERVIEW

Governance

Integrity guided | IN EVERY ACTION

Strong governance and accountability guiding sustainable growth.

At SRF, governance is the backbone of our sustainability journey. Guided by ethics, transparency, and accountability, our governance framework ensures that we grow responsibly while safeguarding the interests of all stakeholders. From board oversight to robust risk management and compliance practices, governance at SRF is built to deliver long-term value and resilience.



Board Oversight & Leadership

Board Commitment

Our Board of Directors plays an active role in setting strategic direction and monitoring sustainability performance. ESG priorities are integrated into enterprise-wide decision making.

Leadership Responsibility

Dedicated committees and senior leadership ensure continuous oversight of risk, compliance, and sustainability initiatives.

Arun Bharat Ram Chairman Emeritus	**Ashish Bharat Ram** Chairman & Managing Director M C I	**Kartik Bharat Ram** Joint Managing Director M C M I	**Vellayan Subbiah** Non-Executive, Non-Independent Director
Vineet Aggarwal Independent Director M	**Ira Gupta** Independent Director M M	**Bharti Gupta Ramola** Independent Director C M	**Puneet Yadu Dalmia** Independent Director C
Yash Gupta Independent Director M M	**Raj Kumar Jain** Independent Director M C	**Pramod G. Gujarathi** Director (Safety & Environment) and Occupier M	

Risk Management Committee · Nomination & Remuneration Committee · Stakeholders Relationship Committee · C Chairperson · M Member

Audit Committee · Corporate Social Responsibility Committee · Committee of Directors - Financial Resources

Transparency & Reporting

Integrated Disclosures

SRF aligns reporting with Business Responsibility and Sustainability Reporting (BRSR) and ISO 14064 standards. Regular disclosures ensure accountability to investors, regulators, and the public.

Third-Party Validation

Independent audits and certifications validate our disclosures, reinforcing trust with stakeholders.



We prioritise the integration of Environmental, Social, and Governance (ESG) considerations into our decision-making by implementing robust policies and frameworks. Continuously refining our strategies allows us to stay ahead in a dynamic business landscape and respond effectively to evolving customer needs. Our policies serve as a strong foundation for ethical conduct, outlining clear expectations to ensure that every employee upholds our core values and maintains the highest standards of integrity. While compliance with these policies is mandatory for all employees, we actively promote and support their adoption among our wider stakeholder community.



Ethical Business Practices



Code of Conduct

All employees and vendors adhere to a strong Code of Conduct that governs integrity, fairness, and compliance.

Anti-Corruption & Compliance

Robust anti-corruption policies and compliance mechanisms are in place to mitigate risks and maintain ethical standards across all operations.

The salient features of our Code of Conduct includes:



Responsible Supply Chain

Vendor Sustainability Assessments

Annual assessments are conducted to ensure vendors align with SRF's sustainability values and standards.

Supplier Engagement

We work closely with suppliers to embed responsible practices, strengthen transparency, and build resilience in the supply chain.

SDG Alignment

Discover how SRF integrates sustainability into everyday operations.

SDG16

Peace, Justice & Strong Institutions: Transparent reporting and ethical governance.

SDG12

Responsible Consumption & Production: Supplier engagement and responsible sourcing.

ESG OVERVIEW

Case Studies



Our ESG journey comes alive through real-world case studies that demonstrate the tangible impact of our initiatives. These stories highlight how SRF is building a resilient, responsible, and future-ready organisation by driving change across Environment, Social, and Governance dimensions.

Environment



Water Circularity

SRF's facility has adopted a closed-loop water management system, significantly reducing freshwater intake. In FY25, over

21+ lakh KL of water recycled

25+ lakh KL of groundwater recharged through rainwater harvesting

(FY25)

Energy Transition through Renewables

In line with our Aspirations 2030, we scaled renewable energy adoption, sourcing

42% of electricity procured from renewable sources

14% + reduction in Scope II emissions from previous year

(FY26)





Waste Circularity through Industrial Symbiosis

Fly ash and other process waste from SRF's plants are repurposed as raw materials in the cement industry, aligning with the **3Rs – Reduce, Reuse, Recycle.**

Green Chemistry in Practice

Development of low-GWP refrigerant blends and green chemistry protocols reduce lifecycle impact of our products while meeting global climate regulations.



Social



SRF Foundation's School Transformation Programme

Through its flagship education programme, SRF Foundation impacted

1,89,976 students across

493 government schools in FY25

Digital classrooms, teacher training, and scholarships are improving access and outcomes.

Women Inclusion at SRF

SRF achieved a

31% increase in female workforce

8% rise in women managers, winning **the DEI Power Award for Excellence in Women Inclusion.**





Community Empowerment in Tamil Nadu

Facilities in Gummidipoondi and Viralimalai received the **EcoVadis Bronze Medal** for resource optimisation. Local partnerships extend to vocational training, healthcare, and sanitation.

Health & Safety Initiatives

FY25 recorded zero fatalities. Behaviour-based safety training and safety audits reduced incident rates significantly across all plants.



Governance

ESG Governance Framework

In FY25, the **three-tier ESG governance model,** anchored by the ESG Committee led by the Joint MD, provided structured oversight and alignment with Aspirations 2030.





Code of Conduct in Action

All employees and suppliers are bound by SRF's Codes. In FY25, there were **zero cases of corruption or conflict of interest reported.**

Transparency in Reporting

Adoption of **BRSR Core** standards and **ISO 14064** carbon reporting has set benchmarks in transparency and accountability.

ISO 14064

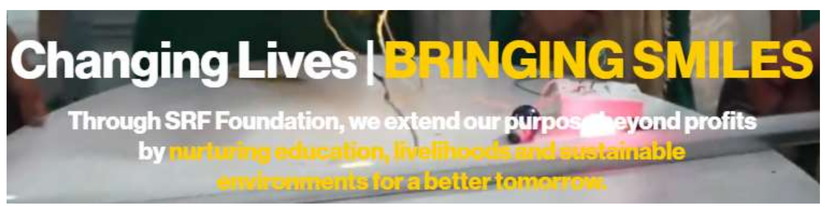


Board Diversity Policy

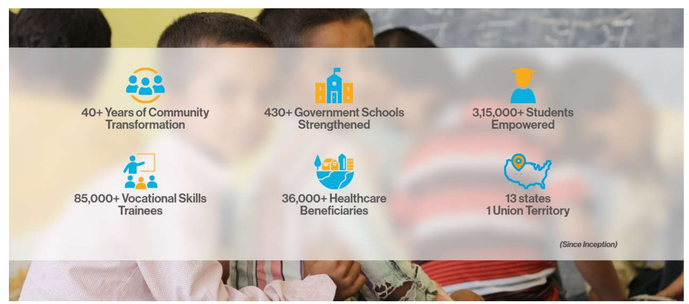
With a structured diversity policy, SRF continues to strengthen representation of independent and diverse voices on the Board.

ESG OVERVIEW

Sustainability Report



We believe progress extends beyond business success. Through SRF Foundation, our CSR arm, we create opportunities that empower people and protect natural ecosystems, reaching thousands across India. Guided by empathy, collaboration, and measurable impact, we strengthen communities through education, skill development, and environmental stewardship - partnering with government bodies, local communities, and development agencies to drive long-term sustainable change.



Partnerships That Power Change

Transformation is never a solo journey. SRF Foundation collaborates with government departments, corporates, and NGOs to develop scalable and replicable models of social development. These partnerships help us leverage collective expertise and resources to build resilient communities.

Together, we are redefining what it means to do business responsibly — where success is measured not only in profits but in the progress of people and the planet.

Corporate Partners

Capgemini · AADHAAR Enabling Better Futures · brillio · Schneider Electric Foundation India · Shell · hp · ROOP VK JAIN FOUNDATION · GKN Automotive Future Talent · SBI Foundation Service Beyond Banking

Academic Institutions

Soil Institute of Management · UPES University of Tomorrow · Govind Ballabh Pant Institute of Engineering and Technology · SVKM's NMIMS Deemed to be University · Government Polytechnic Channasandra · Christ Deemed to be University Bangalore India · GLA Mahal Global University · KARM Fellowship · Gurugram University · Dharmaja Doss Govindaraja Doss Vaishnav College · Shri Vishwakarma Skill University · Tata Institute of Social Sciences · Re-imagining futures TISS · Ramakrishna Mission Vidyamandira · Shiv Nadar University Institution of Eminence Deemed to be University Delhi NCR · International Management Institute New Delhi

Government Partners

Government of Assam · Government of Gujarat · Government of Rajasthan · Uttar Pradesh Sarkar · Government of Maharashtra · Government of Telangana · NITI Aayog AIM Atal Innovation Mission · Samagra Shiksha · IIT Madras · Uttarakhand Shasan · National Health Mission · Odisha Government · Government of Karnataka

INNOVATION

R&D Innovation

Driving Innovation | ACROSS BUSINESSES

Advancing science and technology to power progress, sustainability, and excellence across SRF's diverse businesses.

At SRF, innovation is at the heart of everything we do. Our dedicated research and development teams across diverse business segments are committed to creating cutting-edge solutions that meet evolving customer needs, enhance sustainability, and deliver superior value.

From chemicals to performance films and foil and technical textiles, we combine advanced technology, deep expertise, and collaborative partnerships to shape the future of industries we serve.



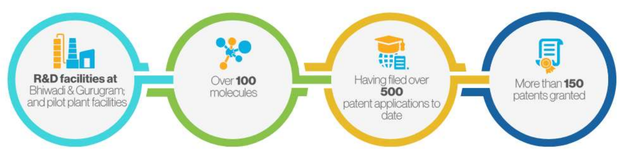
Chemicals Technology Group: The Growth Catalyst

The Chemicals Technology Group (CTG) at SRF is actively engaged in the development of new products and process technologies for our Fluorochemicals and Specialty Chemicals Businesses.

Its key focus is on the development of intermediates for new Active Ingredients (AI) in pharmaceutical and agrochemical industries and new generation refrigerants.

Utilising the synergetic efforts of people working across R&D, engineering and scale-ups, R&D facilities at Bhiwadi & Gurugram, and pilot plant facilities, CTG is persistently working towards improving SRF's capabilities of process development, scale-up and commercialisation of new chemistries in our chosen areas of operation.

In order to cater to the rising customer demands and shrinking timelines, CTG is continuously deliberating on enhancing the efficiency of its resources. With a belief that innovation, quality and productivity are the key drivers of success, CTG remains dedicated towards the sustainable growth of SRF.



CTG's capabilities have grown steadily year after year, with the team now managing increasingly complex processes across diverse chemistries. The R&D division has worked on over 100 molecules, many of which have successfully transitioned into process development. These have been scaled up through pilot plant campaigns, followed by full-scale production in commercial facilities for qualified molecules.

CTG is also actively engaged in intellectual property creation, having filed over 500 patent applications to date. Globally, the company has been granted more than 150 patents.

Performance Films and Foil: Where Innovation Meets Excellence

In our Performance Films & Foil Business, we are driving innovation-led growth by combining advanced technology platforms with harmonised global quality systems and in-house specialty resin manufacturing.

Our deep expertise in polymer characterisation and upstream customisation enables us to engineer high-performance packaging solutions that are efficient, differentiated, safe, and engineered with a strong emphasis on sustainability – delivering value to customers while advancing our commitment to a greener future.



Our state-of-the-art R&D centre, located at our facility in Indore (India), is a cornerstone of this innovation journey. Equipped with a pilot-scale polymerisation plant, advanced printing, lamination, and coating machines, and sophisticated analytical tools such as DSC, GC-MS, and GPC, the centre allows us to simulate customer processes at a pilot scale – dramatically reducing concept-to-market cycle times. We also maintain close collaboration with leading academic and technical institutions, fostering a rich ecosystem of research, experimentation, and breakthrough development.

We work in strategic partnership with global brands and leading converters, co-creating next-generation packaging solutions that deliver enhanced functionality, aesthetics, and environmental performance. Our R&D team – comprising highly skilled scientists and technical experts – has successfully developed innovations across printability, barrier technologies (metallised and transparent), industrial functionality, and recyclability. With a robust management framework and a strong sustainability focus, we are shaping the future of packaging through science, collaboration, and purpose-driven innovation.



Over the years, we have successfully developed innovations across a wide range of applications, including:



Through focussed R&D and close collaboration with customers, we continue to enable next-generation packaging that is sustainable, high-performing, and globally competitive.



Technical Textiles: The Next Frontier

SRF has a dedicated R&D facility at its Technical Textiles Business manufacturing site in Manali, near Chennai, India. It houses world-class infrastructure and a pilot facility for Polymerisation, Spinning, Twisting and Dipping for new products and process development.

Our exemplary team of scientists and engineers, who come from prestigious institutions, work with experienced in-house talent. Together, they run projects to develop new products, improve the quality of existing products and efficiency of our processes and operations, and often collaborate with our customers for joint development of products and value enhancement of current offerings.



Commitment to a Sustainable Future



Across all our businesses, SRF's R&D efforts are guided by a single vision: to innovate responsibly and deliver solutions that create long-term value for our customers, stakeholders, and the environment. By combining science, technology, and collaboration, we continue to push boundaries and set new benchmarks for excellence.

CAREERS

Life at SRF



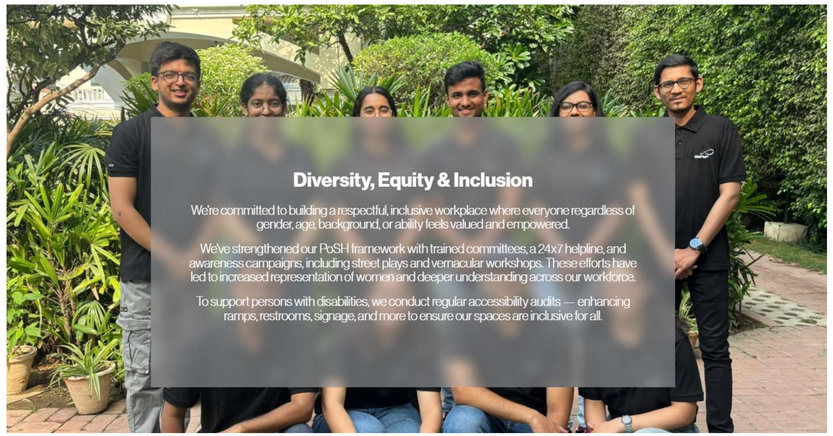
A career at SRF is built on trust, fairness, and opportunity. We believe people thrive when they feel valued, respected, and empowered. Our culture blends accountability with freedom, structure with creativity, and growth with well-being. This is where diverse talent comes together to shape ideas that matter.

DIVERSITY, EQUITY & INCLUSION

"At SRF, diversity, equity, and inclusion are at the heart of who we are. We strive to create a workplace where every individual feels valued, respected, and empowered to contribute, because we believe that embracing different perspectives drives innovation and strengthens our culture."

Kartik Bharat Ram
Joint Managing Director







Value Creation

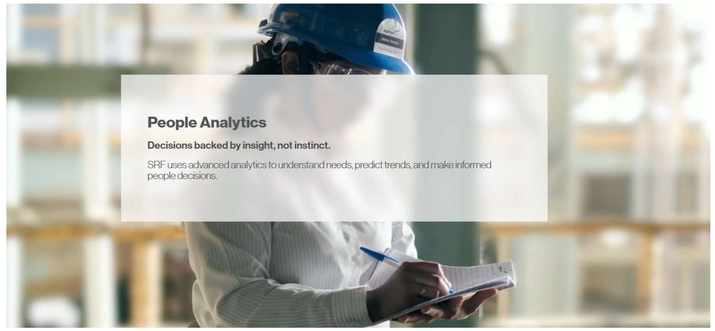
Sustainable growth grounded in purpose.

Guided by SRF's Aspirations 2025, we aim for professional excellence, customer advocacy, operational discipline, and innovation. Every employee plays a role in building long-term value, upholding SRF's Values in every decision and behaviour.



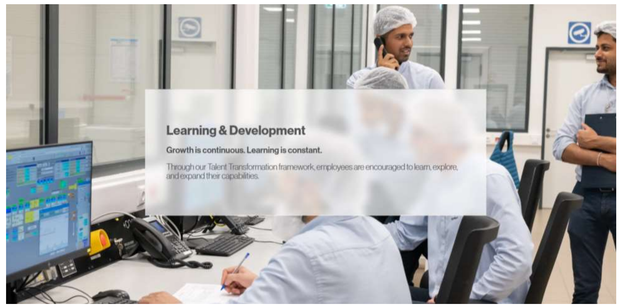
- Industry benchmark **safety practices**
- **High autonomy** and **decision-making** ownership
- Progressive, **people-friendly** policies
- Programs designed for **mental, physical & emotional wellbeing**
- Work environments built for **connection and collaboration**

- Average Tenure of **Officers is 7 years**
- **89%** satisfaction on our **employee engagement survey** in FY25
- Data insights utilized to boost **engagement and wellbeing**
- **Predictive modelling** used to gain insights into employee behaviours
- The permanent female workforce grew by **31% compared to FY24**



CAREERS

Life at SRF



SOUL — Our Learning Management System

- Employees clocked over **1.93 lakh training hours** in FY25
- **500+** strong **R&D** workforce in FY25
- **Upskill** in technical and behavioural competencies
- **Trained 142 first-time managers** in people-management skills in FY25



- **Build** leadership pipelines
- **Identify** high- potential talent early
- Offer **stretch roles** and **mobility opportunities**
- Ensure our people are prepared for **future skill needs**

Women's Empowerment Principles

SRF has adopted the UN Women's Empowerment Principles, joining global organisations committed to advancing gender equality.



- Fair and equal opportunities across functions
- Strengthened DEI programs and hiring practices
- Leadership accountability for gender inclusion

Campus Hiring Program: From Campus to Corporate



Kickstart Your Career with SRF

Our Campus Hiring Program brings top talent from leading institutes across India and offers structured growth opportunities, building a strong pipeline of future leaders.

Program Highlights

- ELOvate: Entry-Level Officers and Management Trainees from Tier 1 & Tier 2 institutes join SRF in batches for diverse roles across India
- SPROUTS: Summer Interns spend 5–6 months with us, and high performers receive Pre-Placement Offers to join as E.LOs.

Powered by Purpose



Living Our Values Through Service

Our employee volunteering initiatives encourage SRF employees and their families to give back — through knowledge sharing, donations, and hands-on support for those in need.

From skill-building sessions and donation drives to painting schools for children with special needs and caring for abandoned animals, our people lead with compassion and action.

Driven to give. Inspired to serve.



MEDIA

Newsroom Overview



Q1FY27

SRF Limited Delivers Robust Q1FY27 Results Driven by Strong Performance Across Businesses

Jul 22, 2026

Gurugram, July 22, 2026: SRF Limited, a chemical-based multi-business entity engaged in the manufacturing of industrial and specialty intermediates, t...

Read More

Q4FY26

SRF Limited Delivers a Healthy Q4FY26 Performance with 7% Revenue Growth

May 05, 2026

Gurugram, May 05, 2026: SRF Limited, a chemical based multi-business entity engaged in the manufacturing of industrial and specialty intermediates to...

Read More

Q3FY26

SRF Limited Posts Solid Q3FY26 Results Driven by Strong Chemicals Business Momentum

Jan 20, 2026

Gurugram, January 20, 2026: SRF Limited, a chemical based multi-business entity engaged in the manufacturing of industrial and specialty intermediates...

Read More

Q2FY26

SRF Limited Delivers Strong Growth in Q2 & H1 FY26

Oct 27, 2025

Gurugram, October 27, 2025: SRF Limited, a chemical based multi-business entity engaged in the manufacturing of industrial and specialty intermediates...

Read More



Chemours and SRF Limited Announce Strategic Agreements in India to Support Market Needs for Essential Applications by 2026

Aug 19, 2025

Gurugram, India / Wilmington, Del., August 19, 2025: – The Chemours Company (Chemours) (NYSE: CC), a global chemistry company with leading market posi...

Read More

Q1FY26

SRF Limited Posts Impressive Q1FY26 Results, Driven by Chemicals Business Momentum

Jul 23, 2025

Gurugram, July 23, 2025: SRF Limited, a chemical-based multi-business entity engaged in the manufacturing of industrial and specialty intermediates, t...

Read More

ISO Certification

SRF’s Technical Textiles Business Unit, located in Manali Industrial Area, Chennai, Tamil Nadu, India, holds an ISO 14001:2015 Environmental Management System certification issued by TÜV NORD CERT GmbH. The certification covers the manufacture of Nylon 6 chips, yarns and tyre cord fabrics (greige and dipped). The certificate is valid from 14 May 2024 to 13 May 2027, with registration number 44 104 114034. This certification demonstrates that SRF operates an environmental management system aligned with ISO 14001:2015 requirements, supporting systematic environmental management and continual improvement.



TÜVNORD

Certificate

Management system as per

ISO 14001:2015

The Certification Body TÜV NORD CERT GmbH, hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

SRF LIMITED
(TECHNICAL TEXTILES BUSINESS UNIT)
Manali Industrial Area, Manali,
Chennai – 600068,
Tamil Nadu,
India

SRF
Technical Textiles Business

operates a management system in accordance with the requirements of ISO 14001 : 2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacture of Nylon 6 Chips, Yarns & Tyre Cord Fabrics (Greige & Dipped).

Certificate Registration No. **44 104 114034**
Audit Report No. **2.5-4883/2010**

Valid from **14.05.2024**
Valid until **13.05.2027**
Initial certification **03.02.2011**

Visit our database to verify the validity of this certificate.

Mumbai, **14.05.2024**

Certification Body at TÜV NORD CERT GmbH

TÜV NORD CERT GmbH
Am TÜV 1, 45307,
Essen

www.tuev-nord-cert.com
TÜV ®

IAF
DAkkS Deutsche Akkreditierungsstelle D-ZM-12007-01-00

TUV INDIA PVT. LTD.
801, Raheja Plaza 1, L.B.S Marg,
Ghatkopar (W) Mumbai – 400 086,
India
www.tuv-nord.com/in
TÜV®

TÜVNORDGROUP



TÜVNORD

Certificate

Management system as per

ISO 45001:2018

The Certification Body TÜV NORD CERT GmbH, hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

SRF LIMITED
(TECHNICAL TEXTILES BUSINESS UNIT)
Manali Industrial Area, Manali,
Chennai – 600068,
Tamil Nadu,
India

SRF
Technical Textiles Business

operates a management system in accordance with the requirements of ISO 45001 : 2018 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacture of Nylon 6 Chips, Yarns & Tyre Cord Fabrics (Greige & Dipped).

Certificate Registration No. **44 126 107159**
Audit Report No. **2.5-4883/2010**

Valid from **14.05.2024**
Valid until **13.05.2027**
Initial certification **03.02.2011 (BS OHSAS 18001)**

Visit our database to verify the validity of this certificate.

Mumbai, **14.05.2024**

Certification Body at TÜV NORD CERT GmbH

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SRF’s Technical Textiles Business Unit, located in Manali Industrial Area, Chennai, Tamil Nadu, India, holds an ISO 45001:2018 Occupational Health and Safety Management System certification issued by TÜV NORD CERT GmbH. The certification covers the manufacture of Nylon 6 chips, yarns and tyre cord fabrics (greige and dipped). It is valid from 14 May 2024 to 13 May 2027, under certificate registration number 44 126 107159. This certification demonstrates that SRF’s occupational health and safety management system aligns with ISO 45001:2018 requirements, supporting systematic workplace risk management and continual improvement.

UN SDGS ALIGNED





STATEMENT OF USE

GRI -1



This report is prepared in accordance with GRI standards for the Period 01st January, 2025 to 31st December, 2025.

GRI 2: General Disclosures 2021

General Disclosures

GRI 2

SRF presents its sustainability performance for 1st January, 2025 to 31st December, 2025. The report covers organizational activities, governance, stakeholder engagement, environmental management, employee welfare, occupational health and safety, and ethical business practices. Disclosures reflect available records and require appropriate data verification, completeness checks, and management approval before publication to ensure accuracy, transparency, accountability, and alignment with applicable sustainability reporting requirements and organizational commitments.

Organizational Details

GRI 2-1

Company Name: SRF LIMITED (TECHNICAL TEXTILES BUSINESS UNIT)

Address: Manali Industrial Area, Manali, Chennai - 600068, Tamil Nadu, India.

Email: denesubabu.ar@srf.com

Mobil Number: 9952372462

Reporting Period: 01st January, 2025 to 31st December, 2025

Reporting Framework: GRI Standards 2021

Focus: Environmental, Social and Governance (ESG) Integration



Entities Included in Sustainability Reporting

GRI 2-2

The sustainability reporting covers SRF India's manufacturing operations for Nylon 6 Chips, Yarns, and Tyre Cord Fabrics (Greige and Dipped). It includes relevant production facilities, administrative functions, employees, energy consumption, water usage, waste management, greenhouse gas emissions, occupational health and safety, employee welfare, ethical governance, and responsible procurement activities under the company's operational control during the defined reporting period.

GRI 2: General Disclosures 2021

Reporting Period, Frequency and Contact Point

GRI 2-3

The sustainability report of SRF India covers the reporting period from 1st January, 2025 to 31st December, 2025, presenting the company's environmental, social, and governance (ESG) performance. Sustainability information is reviewed annually, with relevant operational data monitored periodically by responsible departments. For further information, reporting-related queries, or stakeholder feedback, interested parties may contact the designated sustainability or ESG representative through the company's official communication channels.

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 GRI Standards. The engagement was conducted at Type 2 and High Assurance levels, assessing the accuracy, completeness, reliability, and credibility of reported ESG information. The assurance enhances stakeholder confidence through transparency, accountability, and alignment with recognized assurance principles, supporting the organization's commitment to responsible and sustainable business practices.

Governance Structure and Composition

GRI 2-9

SRF India's governance structure comprises the Board of Directors, senior management, and responsible departmental heads who oversee business strategy, operational performance, ethical conduct, risk management, and ESG integration. Responsibilities are assigned across manufacturing, human resources, finance, procurement, safety, and environmental functions to maintain accountability and regulatory compliance. The governance framework supports transparent decision-making, stakeholder engagement, responsible business practices, and periodic review of sustainability performance in alignment with applicable regulations and relevant GRI Standards.

Stakeholder engagement

GRI 2-29

Relevant stakeholders include employees, contractors, suppliers, customers, local communities, regulators and business partners. Engagement channels may include employee meetings, social dialogue, training, grievance mechanisms, supplier interactions, customer communication and community programmed. The supplied records refer to engagement and social dialogue; a final report should document stakeholder groups, engagement frequency, key concerns and management responses.



GRI 3: Material Topics

Process to Determine Material Topics

GRI 3-1

SRF should establish and document a formal materiality assessment to identify actual and potential sustainability impacts across its operations and value chain. The process should include stakeholder consultation, impact evaluation, prioritization of significant topics, and leadership review and approval. Key areas for assessment may include climate change, energy consumption, water management, waste reduction, occupational health and safety, workforce development, human rights, business ethics, product responsibility, and supplier sustainability. The assessment should guide sustainability objectives, performance indicators, action plans, and continuous improvement initiatives.

List of Material Topics

GRI 3-2

The topics in this draft are proposed based on the manufacturing profile and supplied environmental, social, governance and GHG materials. They should not be treated as a formally approved materiality outcome. For each confirmed topic, SRF should document policies, actions, responsible functions, targets, resources, grievance channels, effectiveness measures and corrective actions

MOST ENVIRONMENTAL TOPICS

1. Noise Pollution Reduction Strategies
2. Use of Recyclable Office Supplies and Stationery
3. Promotion of Green Transportation for Employees
4. Tree Plantation and Afforestation Initiatives
5. Office Energy Conservation Programs
6. Community Awareness Programs on Sustainability
7. Reduction of Single-Use Plastics in Workplace
8. Digitalization to Reduce Paper Usage
9. Indoor Air Quality Improvement in Office Spaces
10. Use of Eco-friendly Cleaning Products

MOST SOCIAL TOPICS

1. Stakeholder Engagement and Social Impact Assessment
2. Women's Empowerment and Gender Equality Initiatives
3. Employee Satisfaction and Retention Strategies
4. Human Rights Risk Assessments in Supply Chain
5. Local Employment Generation and Skill Development
6. Social Audits and Compliance Monitoring
7. Mental Health Awareness and Support Programs
8. Volunteerism and CSR Participation by Employees
9. Support for Persons with Disabilities in the Workforce
10. Anti-Discrimination and Equal Opportunity Policies

MOST GOVERNANCE TOPICS

1. Anti-Corruption and Bribery Prevention
2. Board Composition and Diversity
3. Ethical Business Conduct
4. Whistleblower Protection and Mechanisms
5. Cybersecurity and Data Privacy
6. Regulatory Compliance and Legal Risk Management
7. Conflict of Interest Management
8. Supply Chain Governance and Due Diligence
9. ESG Integration in Strategic Decision-Making
10. Risk Management and Internal Controls

Management of Material Topics

GRI 3-3

SRF identifies and manages material sustainability topics relating to environmental performance, employee well-being, occupational health and safety, ethical governance, and responsible supply chains. Management assigns departmental responsibilities, monitors performance indicators, implements improvement actions, engages stakeholders, and periodically reviews progress to strengthen accountability and continual sustainability performance.

GOVERNANCE

GRI 201: Economic Performance

Financial Implications and Other Risks and Opportunities Due to Climate Change

201-2

SRF's Technical Textiles operations may face climate-related financial risks arising from energy price volatility, supply-chain disruptions, water availability and evolving customer expectations for lower-carbon materials. In 2025, total energy consumption was 76,846,237 kWh, renewable energy consumption reached 67,428,315 kWh, and total water consumption was 209,427 cubic metres. The company recorded Scope 1 emissions of 5,389.64 MT CO_2e, location-based Scope 2 emissions of 7,022.07 MT CO_2e and Scope 3 emissions of 114,535.68 MT CO_2e. Opportunities include energy-efficient manufacturing, renewable electricity, material recovery and logistics optimisation. SRF should assess the financial implications of climate risks, investment requirements and time horizons through documented risk assessments and capital allocation reviews.

Defined Benefit Plan Obligations and Other Retirement Plans

GRI 201-3

SRF should provide eligible employees with retirement benefits in accordance with applicable Indian legislation and approved company policies, including provident fund contributions, gratuity and other applicable retirement arrangements. The 2025 KPI document reports 100% employee health insurance coverage, demonstrating comprehensive coverage under the specified employee healthcare indicator. However, the document does not provide the monetary value of defined benefit obligations, pension liabilities, retirement plan assets or employer contributions. SRF should disclose these financial details using audited financial statements, actuarial valuation reports, provident fund records and payroll documentation. Reporting should distinguish defined benefit obligations from defined contribution arrangements and explain the funding position of applicable retirement plans.



Financial Assistance Received from Government

GRI 201-4

SRF should disclose significant financial assistance received from government authorities during the reporting period, including applicable grants, subsidies, tax incentives and other financial benefits. The 2025 KPI document reports renewable energy consumption of 67,428,315 kWh and total energy consumption of 76,846,237 kWh, indicating substantial energy use and a potential area for reviewing applicable government energy-transition schemes. However, these energy figures do not establish that government financial assistance was received. SRF should verify grants, subsidies, tax benefits and other assistance through audited accounts, government sanction letters and finance records. Any amount disclosed should specify the assistance category, reporting period and relevant conditions; where no material assistance was received, this should be confirmed through verified records.

GRI 202: Market Presence

Equal Wage Assessment

GRI 202-1

SRF should disclose significant financial assistance received from government authorities during the reporting period, including applicable grants, subsidies, tax incentives and other financial benefits. The 2025 KPI document reports renewable energy consumption of 67,428,315 kWh and total energy consumption of 76,846,237 kWh, indicating substantial energy use and a potential area for reviewing applicable government energy-transition schemes. However, these energy figures do not establish that government financial assistance was received. SRF should verify grants, subsidies, tax benefits and other assistance through audited accounts, government sanction letters and finance records. Any amount disclosed should specify the assistance category, reporting period and relevant conditions; where no material assistance was received, this should be confirmed through verified records.

Proportion of Senior Management Hired from the Local Community

GRI 202-2

SRF should measure the proportion of senior management recruited from the local community surrounding its Manali manufacturing facility in Chennai. The 2025 KPI document reports that women represented 7% of top management and that employees from minority or vulnerable groups represented 7% of top management. Women accounted for 14% of the overall workforce, while minority or vulnerable groups represented 13% of the organization. These indicators provide workforce diversity information but do not identify the proportion of senior management hired from the local community. SRF should establish a documented geographical definition of local recruitment and calculate the percentage using senior management recruitment records, employee addresses and approved workforce data.

GRI 203: Indirect Economic Impacts

Infrastructure Investments and Services Supported

GRI 203-1

SRF should disclose infrastructure investments and services contributing to community development near its manufacturing operations, including education, healthcare, skills development and environmental improvement. In 2025, employee skill enhancement participation and health insurance coverage reached 100%. These indicators do not establish community investment expenditure. SRF should report verified capital investments, CSR expenditure, beneficiaries and measurable social outcomes using audited financial statements, approved project records and CSR documentation.



Significant Indirect Economic Impacts

GRI 203-2

SRF's Technical Textiles operations generate indirect economic benefits through employment, supplier procurement, transport and technical training. In 2025, 100% of employees participated in skill enhancement programs, averaging 22 training hours per employee. Supplier sustainability assessment coverage and supplier contracts incorporating environmental, labour and human rights requirements both reached 100%. SRF should quantify local procurement, employment generation, supplier development and community impacts, while identifying negative effects and documenting appropriate mitigation measures.

GRI 204: Procurement Practices

Proportion of Spending on Local Suppliers

GRI 204-1

SRF should measure the proportion of procurement expenditure directed to suppliers located within a clearly defined local area around its Manali facility. The 2025 KPI document reports 100% sustainable procurement training coverage and 100% supplier sustainability assessment coverage. It also reports 100% supplier Code of Conduct coverage and 100% coverage of targeted supplier contracts incorporating environmental, labour and human rights requirements. These results demonstrate supplier management coverage but do not establish the percentage of procurement expenditure spent with local suppliers. SRF should calculate local procurement expenditure as a percentage of total qualifying procurement expenditure using purchase orders, supplier addresses, accounts payable records and a documented definition of the local community.

GRI 205: Anti-Corruption

Operations Assessed for Risks Related to Corruption

GRI 205-1

SRF should assess corruption risks across procurement, contracting, sales and financial transactions. In 2025, business ethics and anti-bribery training coverage reached 100%, with zero reported whistleblower cases and confirmed corruption incidents. SRF should disclose operational assessment coverage, significant risks, control effectiveness and corrective actions using compliance registers, audit reports and investigation records.

Anti-Corruption Awareness

GRI 205-2

SRF reported 100% employee training coverage for business ethics and anti-bribery practices in 2025, with zero whistleblower reports and confirmed corruption incidents. The company should communicate anti-corruption policies to employees, management, governance bodies and business partners, documenting stakeholder coverage, training completion, awareness assessments, policy acknowledgements and follow-up corrective actions to evaluate communication effectiveness.

Confirmed Incidents of Corruption and Actions Taken

GRI 205-3

SRF reported zero confirmed corruption incidents and zero whistleblower reports in 2025. The company should maintain confidential records of allegations, investigations, findings, disciplinary measures and corrective actions. Reported figures should be verified against compliance registers, audit reports and legal records. Disclosures should distinguish allegations from confirmed incidents and identify relevant legal proceedings or terminated contracts, where applicable, in accordance with reporting requirements.

GRI 206: Anti-Competitive Behavior

Fair Competition Compliance

GRI 206-1

SRF reported 100% business ethics, anti-bribery and sustainable procurement training coverage in 2025. These indicators demonstrate related ethical practices but do not confirm compliance with competition laws. SRF should disclose significant antitrust, monopoly or anti-competitive legal actions using verified legal registers and compliance records, confirming whether any such actions occurred during the reporting period.



ENVIRONMENT

GRI 301: Materials

Materials Used by Weight or Volume

GRI 301-1

SRF should measure the proportion of procurement expenditure directed to suppliers located within a clearly defined local area around its Manali facility. The 2025 KPI document reports 100% sustainable procurement training coverage and 100% supplier sustainability assessment coverage. It also reports 100% supplier Code of Conduct coverage and 100% coverage of targeted supplier contracts incorporating environmental, labour and human rights requirements. These results demonstrate supplier management coverage but do not establish the percentage of procurement expenditure spent with local suppliers. SRF should calculate local procurement expenditure as a percentage of total qualifying procurement expenditure using purchase orders, supplier addresses, accounts payable records and a documented definition of the local community.

Chemicals and materials management

GRI 301-2

Raw materials, polymers, processing chemicals and dipping-related inputs should be managed through approved specifications, safe storage, controlled handling and documented inventory systems. SRF's 2025 KPI document reports 37,482.69 kg of waste sent to landfill, 1,487 metric tons of waste recovered and 100% supplier sustainability assessment coverage. These indicators provide information on waste management and supplier oversight but do not quantify raw material consumption, recycled material content or reclaimed products. SRF should track material usage, production losses, recycled inputs and chemical traceability through procurement, inventory, production and quality records to identify resource efficiency opportunities.



GRI 302: Energy

Energy consumption and efficiency

GRI 302-1

SRF's Technical Textiles operations require energy for polymerization, spinning, twisting, weaving, dipping and utilities. In 2025, total energy consumption was 76,846,237 kWh, down 3.98% from 2024, while renewable energy consumption increased 8.29% to 67,428,315 kWh. SRF should monitor electricity and fuel use by process and implement efficient motors, variable-frequency drives, compressed-air optimisation, preventive maintenance and heat recovery. Energy savings should be verified through metering records and comparable production data to demonstrate measurable efficiency improvements.

Energy Consumption Outside the Organization

GRI 302-2

SRF Limited should assess energy consumption associated with significant activities across its value chain, including purchased Nylon 6 inputs, processing chemicals, packaging materials and transportation of raw materials and finished products. The 2025 KPI document reports total energy consumption of 76,846,237 kWh and renewable energy consumption of 67,428,315 kWh. However, these figures do not separately quantify value-chain energy consumption. SRF should collect relevant supplier and logistics data to identify energy-intensive activities, improve procurement decisions and reduce environmental impacts.

Energy Intensity

GRI 302-3

SRF Limited should monitor energy intensity across its Technical Textiles manufacturing operations, including polymerization, spinning, twisting, weaving and dipping. According to the 2025 KPI document, total energy consumption was 76,846,237 kWh, compared with 80,028,364 kWh in 2024, representing a reduction of approximately 3.98%. However, the document does not provide a verified energy-intensity value calculated against production output. SRF should calculate energy intensity using actual production quantities for Nylon 6 chips, yarns and tyre cord fabrics, supported by process-wise energy meters, utility records and production data.

Reduction of Energy Consumption

GRI 302-4

SRF Limited should improve energy efficiency across its Technical Textiles manufacturing processes, including polymerization, spinning, twisting, weaving and dipping. According to the 2025 KPI document, total energy consumption was 76,846,237 kWh, compared with 80,028,364 kWh in 2024, representing a reduction of approximately 3.98%. Renewable energy consumption reached 67,428,315 kWh in 2025, compared with 62,263,626 kWh in 2024, an increase of approximately 8.29%. SRF should continue optimizing equipment performance, installing energy-efficient motors, using variable-frequency drives, reducing compressed-air leakage and evaluating heat recovery. Energy savings should be measured against a documented baseline using verified energy and production records.

Reductions in Energy Requirements of Products and Services

GRI 302-5

SRF Limited should monitor energy intensity across its Technical Textiles manufacturing operations, including polymerization, spinning, twisting, weaving and dipping. According to the 2025 KPI document, total energy consumption was 76,846,237 kWh, compared with 80,028,364 kWh in 2024, representing a reduction of approximately 3.98%. However, the document does not provide a verified energy-intensity value calculated against production output. SRF should calculate energy intensity using actual production quantities for Nylon 6 chips, yarns and tyre cord fabrics, supported by process-wise energy meters, utility records and production data.

GRI 303: Water and Effluents

Interactions with Water as a Shared Resource

GRI 303-1

SRF Limited's Technical Textiles operations, including polymerisation, spinning, twisting, weaving and dipping, require responsible water management. According to the 2025 KPI document, total water consumption was 209,427 cubic metres, total water recycled or reused was 59,647 litres, and reported water pollution quantity was 7,051.43 cubic metres. These indicators provide information on water consumption, reuse and pollution, but do not establish site-specific water withdrawal sources or impacts on surrounding communities and ecosystems. SRF should monitor water withdrawal, consumption, discharge and recycling at its Manali facility and maintain supporting records to identify conservation opportunities and manage water-related risks.



Management of Water Discharge Related Impacts

GRI 303-2

SRF should manage wastewater from its Manali Technical Textiles facility through appropriate collection, treatment and monitoring procedures. The 2025 KPI document reports water pollution of 7,051.43 cubic metres but lacks treatment performance and discharge quality details. SRF should inspect treatment systems, monitor discharge parameters against applicable regulatory limits and maintain laboratory reports, inspection records and maintenance logs to demonstrate pollution prevention and responsible water management.

Water Withdrawal

GRI 303-3

SRF should monitor water withdrawal at its Manali Technical Textiles facility, covering municipal supplies, groundwater and other authorised sources, where applicable. The 2025 KPI document reports water consumption of 209,427 cubic metres but does not specify withdrawal by source or local water-stress status. SRF should maintain verified withdrawal records to assess water availability, improve efficiency and evaluate impacts on local water resources.

Water Discharge

GRI 303-4

SRF should monitor wastewater discharge from its Manali Technical Textiles facility. The 2025 KPI document reports water pollution of 7,051.43 cubic metres but does not specify wastewater discharge volumes, treatment methods, destinations or testing results. SRF should maintain verified discharge records, conduct regular water quality testing, inspect treatment systems and review compliance with applicable environmental requirements to strengthen pollution prevention and minimise impacts on local water resources.

Water Consumption

GRI 303-5

SRF Limited should monitor water consumption across its Technical Textiles manufacturing operations at the Manali facility. The 2025 KPI document reports total water consumption of 209,427 cubic metres and water recycled or reused of 59,647 litres. These figures provide information on water use and reuse, but the document does not specify total water withdrawal and discharge volumes required to independently verify the water balance. SRF should calculate water consumption using verified withdrawal and discharge records, while evaluating opportunities for process optimisation, water conservation and reuse of treated water.



GRI 304: Biodiversity

Protected Site Management

GRI 304-1

SRF should assess whether its Manali Technical Textiles facility is located within or near protected areas or ecologically sensitive sites. The 2025 KPI document reports 28% green landscape coverage and an Air Quality Index of 33, but these indicators do not establish biodiversity impacts. SRF should document nearby sensitive habitats, conduct site-specific assessments and maintain biodiversity monitoring records and relevant environmental compliance evidence.

Significant Impacts of Activities on Biodiversity

GRI 304-2

SRF should assess biodiversity impacts from its Manali Technical Textiles operations. The 2025 KPI document reports 28% green landscape coverage, 1,487 metric tons of waste recovered and 162.84 metric tons of hazardous waste. These indicators do not establish biodiversity conditions. SRF should evaluate risks from water use, wastewater, emissions, chemicals and waste, maintaining verified habitat assessments, environmental monitoring records and documented ecosystem protection measures.

Habitats Protected or Restored

GRI 304-3

SRF should identify and document natural habitats protected or restored near its Manali Technical Textiles facility. The 2025 KPI document reports 28% green landscape coverage, but this does not confirm protected habitats or restoration activities. SRF should maintain verified records of native plantations, greenbelt maintenance and habitat restoration, including locations, areas covered, activities completed and monitoring results to demonstrate biodiversity conservation efforts.

GRI 305: Emissions

Direct(Scope1)GHG Emissions

GRI305-1

SRF should monitor direct greenhouse gas emissions from sources owned or controlled by the company, including fuel combustion in stationary equipment and company-controlled vehicles, where applicable. The 2025 GHG data reports Scope 1 emissions of 5,389.64 tCO_2e for January–December 2025. SRF should maintain fuel consumption records, identify significant direct emission sources and periodically review emission calculations to support accurate reporting and emission-reduction planning.

Energy Indirect(Scope2)GHG Emissions

GRI305-2

SRF should monitor indirect greenhouse gas emissions associated with purchased electricity, steam, heating or cooling, where applicable. The GHG report for January–December 2025 records 7,022.07 tCO_2e under Scope 2 emissions. Monitoring electricity consumption, applying appropriate emission factors and evaluating renewable energy options can support emissions management and energy-efficiency initiatives.

Other Indirect(Scope3)GHG Emissions

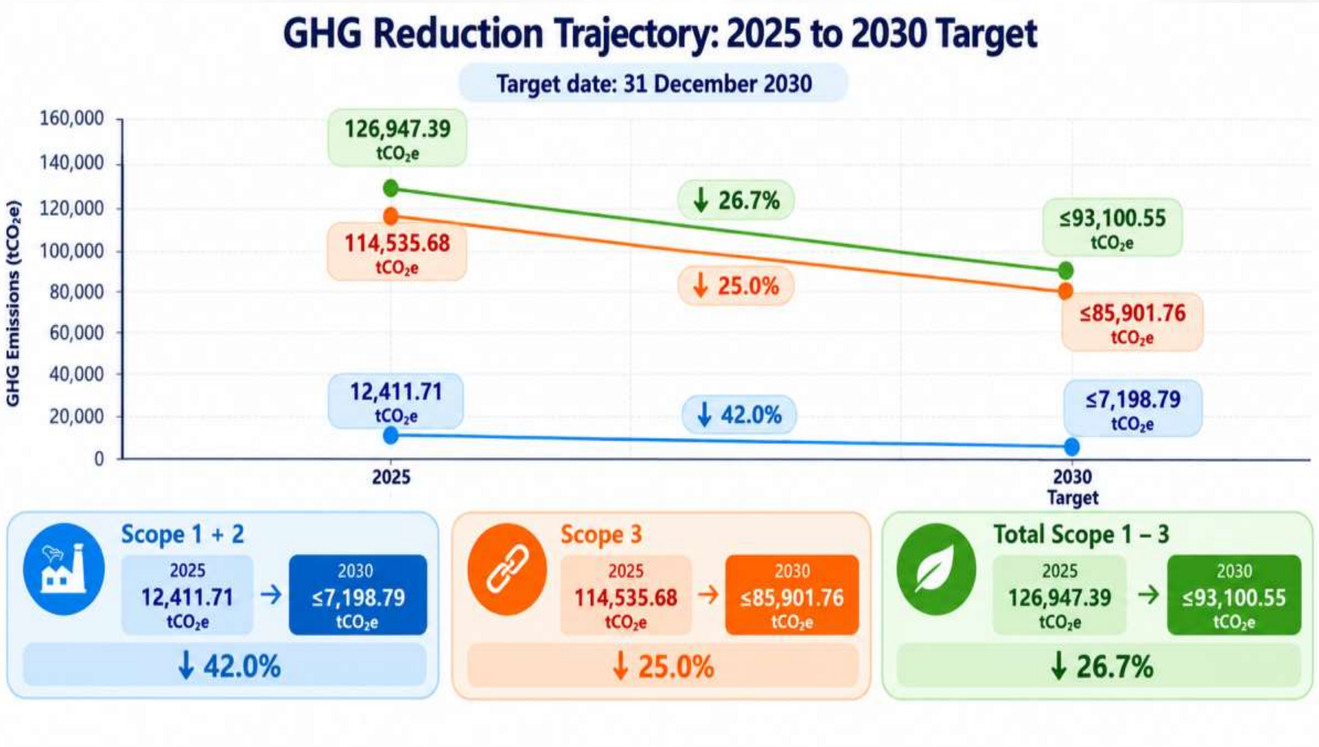
GRI305-3

SRF Limited's Technical Textiles manufacturing operations at the Manali facility should assess other indirect greenhouse gas emissions across its value chain, including purchased raw materials, chemicals, packaging, transportation and waste management. The GHG report for January–December 2025 records 114,535.68 tCO_2e under Scope 3 emissions, comprising 109,837.68 tCO_2e upstream and 4,698 tCO_2e downstream. Supplier data and logistics records can support emissions monitoring and reduction planning.

SBTi Target Trajectory

Financial Year	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Scope 3 (tCO_2e)	Total (tCO_2e)	Total Reduction
FY 2025	5,389.64	7,022.07	114,535.68	126,947.39	0.00%
FY 2026	4,936.91	6,432.22	108,808.90	120,178.02	5.33%
FY 2027	4,484.18	5,842.36	103,082.11	113,408.65	10.66%
FY 2028	4,031.45	5,252.51	97,355.33	106,639.29	16.00%
FY 2029	3,578.72	4,662.65	91,628.54	99,869.92	21.33%
FY 2030 – Target	3,125.99	4,072.80	85,901.76	93,100.55	26.66%
2050	0	0	Net Zero*	Net Zero	100% (Net Zero Goal)

Proposed SBTi-Aligned GHG Targets



Upstream Value Chain Emissions

GRI 305-3

SRF Limited's Technical Textiles operations at the Manali facility should monitor upstream greenhouse gas emissions associated with purchased raw materials, chemicals, packaging, supplier activities and inbound transportation. The GHG report for January–December 2025 records 109,837.68 tCO_2e in upstream value chain emissions. Engaging suppliers, improving material efficiency and optimising logistics can help identify opportunities to reduce these emissions.

Downstream Value Chain Emissions

GRI 305-3

SRF Limited's Technical Textiles operations at the Manali facility should monitor downstream greenhouse gas emissions associated with the transportation and distribution of finished products, including Nylon 6 chips, yarns and tyre cord fabrics. The GHG report for January–December 2025 records 4,698 tCO_2e in downstream value chain emissions. Reviewing logistics data and improving transportation efficiency can help identify opportunities to reduce these emissions.

GHG Emissions Intensity

GRI 305-4

SRF Limited should monitor greenhouse gas emissions intensity across its Technical Textiles manufacturing operations at the Manali facility. Based on the GHG report for January–December 2025, total Scope 1, Scope 2 and Scope 3 emissions amount to 126,947.39 tCO_2e. Emissions intensity can be calculated by dividing the relevant GHG emissions by total production output, enabling performance comparisons and tracking reduction progress.

Reduction of GHG Emissions

GRI 305-5

SRF should identify and implement opportunities to reduce greenhouse gas emissions across its Technical Textiles manufacturing operations at the Manali facility. Measures may include improving energy efficiency, optimising production processes, increasing renewable electricity use and engaging suppliers to reduce value-chain emissions. Emission reductions should be quantified against a documented baseline using consistent calculation methods. Actual reductions should be reported only when supported by verified GHG inventory data.

Nitrogen Oxides, Sulfur Oxides and Other Significant Air Emissions

GRI 305-7

SRF Limited should monitor significant air emissions from its Technical Textiles manufacturing operations at the Manali facility, including nitrogen oxides (NO_x), sulfur oxides (SO_x) and other relevant pollutants generated by fuel combustion and manufacturing activities, where applicable. The 2025 KPI document reports a total weight of air pollutants of 0.23 metric tons and an Air Quality Index of 33. However, it does not provide pollutant-specific emission quantities for NO_x or SO_x. SRF should conduct periodic emissions testing, maintain pollution control equipment and document monitoring results to assess air quality impacts and demonstrate compliance with applicable environmental requirements.

GRI 306: Waste

Waste Generation and Waste-Related Impacts

GRI306-1

SRF should monitor waste generated from its Technical Textiles processes, including polymerisation, spinning, twisting, weaving and dipping. In 2025, non-hazardous waste was 4,486 metric tons, hazardous waste was 162.84 metric tons, waste recovered reached 1,487 metric tons, and landfill disposal totalled 37,482.69 kg. SRF should maintain process-wise records of waste classification, segregation, storage, recycling and disposal. Regular assessments can identify reduction opportunities, improve resource efficiency and demonstrate compliance with environmental requirements through verified records and authorised disposal documentation.



Management of Significant Waste-Related Impacts

GRI 306-2

SRF should monitor waste generated from its Technical Textiles processes, including polymerisation, spinning, twisting, weaving and dipping. The 2025 KPI document reports 1,487 metric tons of waste recovered, 4,486 metric tons of non-hazardous waste, 162.84 metric tons of hazardous waste and 37,482.69 kg sent to landfill. SRF should maintain verified records of waste classification, handling, storage, recycling and disposal. Regular assessments can identify waste reduction opportunities, improve resource recovery and demonstrate compliance with applicable environmental requirements.

Waste Generated

GRI 306-3

SRF Limited should monitor waste generated across its Technical Textiles manufacturing processes, including polymerisation, spinning, twisting, weaving and dipping. According to the 2025 KPI document, total waste recovered was 1,487 metric tons, non-hazardous waste was 4,486 metric tons, and hazardous waste was 162.84 metric tons. The company also reported 37,482.69 kg of waste sent to landfill. SRF should record waste generation by type, classification and process using verified site records to identify waste reduction opportunities, improve resource efficiency and strengthen responsible waste management.

Waste Diverted from Disposal

GRI 306-4

SRF Limited should improve waste diversion from disposal through recycling, reuse and material recovery across its Technical Textiles manufacturing processes, including polymerisation, spinning, twisting, weaving and dipping. The 2025 KPI document reports 1,487 metric tons of waste recovered, 4,486 metric tons of non-hazardous waste, 162.84 metric tons of hazardous waste and 37,482.69 kg of waste sent to landfill. These indicators provide information on waste recovery and disposal. SRF should maintain verified waste records by type, treatment method and destination to calculate diversion rates and identify opportunities for recycling, reuse and circular resource management.

GRI 307: Environmental Compliance

Non-Compliance with Environmental Laws and Regulations

GRI307-1

SRF should monitor compliance with environmental laws, regulations and permit conditions across its Technical Textiles operations. The 2025 KPI document reports eight environmental services and advocacy activities, but this does not establish regulatory compliance. SRF should conduct periodic compliance reviews, environmental monitoring and internal audits, document corrective actions, and maintain verified records of environmental violations, fines and non-monetary sanctions to support transparent reporting in accordance with applicable GRI requirements.



GRI 308: Supplier Environnemental Assessment

New Suppliers Screened Using Environmental Criteria

GRI308-1

SRF should assess new suppliers against environmental criteria relevant to Technical Textiles operations, including raw materials, chemicals, packaging and transportation. In 2025, 100% of suppliers underwent sustainability assessments, 100% of supplier contracts included environmental, labour and human-rights clauses, and 92% of high-risk suppliers were identified. SRF should separately document environmental screening of new suppliers, verify legal compliance and resource management practices, and track corrective actions to strengthen sustainable procurement and responsible supply-chain management.



SOCIAL



GRI 401: Employment



New Employee Hires and Employee Turnover

GRI 401-1

SRF should monitor employee hires and turnover across its Technical Textiles operations. The 2025 KPI document reports 14% women in the workforce, 7% women in top management and 100% participation in career development programmes. SRF should maintain recruitment and separation records, categorised by age and gender where legally permissible, to evaluate workforce stability, recruitment effectiveness, employee retention and workforce planning.

Employment Benefits

GRI 401-2

SRF should provide eligible employees with statutory and company-approved benefits. The 2025 KPI document reports 100% employee health insurance coverage but does not specify provident fund contributions, gratuity, paid leave or parental benefits. SRF should maintain verified HR records, assess eligibility and periodically review benefit coverage across permanent, temporary and contract workers to demonstrate legal compliance and equitable access to applicable employment benefits.

GRI 402: Labour/Management Relations

Minimum Notice Periods Regarding Operational Changes

GRI 402-1

SRF Limited should provide eligible employees with employment benefits in accordance with applicable laws and company policies. The 2025 KPI document reports 100% employee health insurance coverage. However, it does not provide specific figures for provident fund contributions, gratuity, paid leave, parental leave or other welfare benefits, or compare benefit coverage between permanent and temporary or contract workers. SRF should maintain HR records of benefits provided, assess employee eligibility and periodically review benefit coverage across employment categories to demonstrate compliance and equitable access to employment benefits.



GRI 403: Occupational Health and Safety

Occupational Health and Safety Management System

GRI 403-1

SRF Limited should maintain an occupational health and safety management system covering its Technical Textiles manufacturing operations, including polymerisation, spinning, twisting, weaving and dipping. According to the 2025 KPI document, reportable health and safety incidents were 0, work-related accidents were 0, and days lost due to work-related injuries, fatalities and ill health were 0. These indicators reflect the reported safety performance but do not independently demonstrate the effectiveness of all preventive controls. SRF should maintain documented hazard assessments, machine safety inspections, chemical handling procedures, emergency preparedness arrangements, employee training records, incident reports and corrective action records to manage workplace risks.Source references:- Reportable health and safety incidents

Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-2

SRF should maintain an occupational health and safety management system covering polymerisation, spinning, twisting, weaving and dipping operations. The 2025 KPI document reports zero health and safety incidents and zero days lost due to work-related injuries, fatalities and ill health. SRF should conduct workplace risk assessments, inspect machinery, control chemical hazards, maintain emergency procedures, provide employee training and document incident investigations and corrective actions to strengthen workplace safety.

Occupational Health Services

GRI 403-3

SRF reported 100% workplace health programme coverage and employee health insurance coverage in 2025. However, these indicators do not confirm occupational health surveillance or exposure monitoring. SRF should provide risk-based medical examinations, monitor workplace exposures, maintain confidential health assessment records and document preventive actions to protect employee well-being across Technical Textiles manufacturing operations.



Worker Training on Occupational Health and Safety

GRI 403-5

SRF reported 100% skill enhancement participation, averaging 22 training hours per employee, and zero reportable safety incidents in 2025. SRF should provide role-specific occupational safety training covering machinery, chemical handling, PPE, fire safety and emergency response. Refresher sessions, practical demonstrations and competency assessments should be documented to evaluate effectiveness and strengthen workplace safety across Technical Textiles operations.

Work-Related Injuries

GRI 403-9

SRF should monitor work-related injuries across its Technical Textiles operations, including polymerisation, spinning, twisting, weaving and dipping. The 2025 KPI document reports zero work-related accidents, zero reportable safety incidents and zero days lost due to injuries, fatalities and ill health. SRF should maintain incident registers, investigate accidents and near misses, implement corrective actions, and provide safety training covering machinery hazards, chemical exposure, electrical safety, material handling and PPE to strengthen workplace safety and employee well-being.

GRI 404: Training and Education

Average Hours of Training per Year per Employee

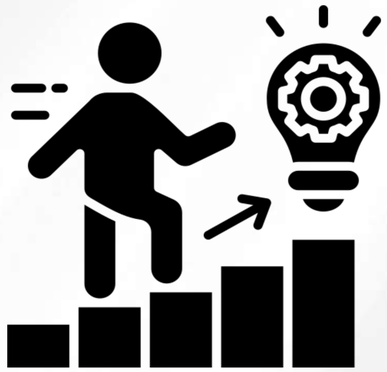
GRI 404-1

SRF reported an average of 22 training hours per employee and 100% participation in career development programmes in 2025. Training covers technical skills, manufacturing processes, quality management, occupational health and safety, environmental awareness and professional development. SRF should maintain verified training records by employee category and gender, where applicable, to evaluate workforce development, identify skill gaps and plan future training requirements across Technical Textiles operations.

Employee Skill Development

GRI 404-2

SRF Limited should strengthen employee skill development through structured training and learning programmed tailored to its Technical Textiles manufacturing operations. The 2025 KPI document reports 100% participation in skill enhancement programmed, 22 average training hours per employee, and 100% employee participation in career development programmed. Training may cover polymerization, spinning, twisting, weaving, dipping, equipment maintenance, quality control, digital skills and workplace safety. HR should maintain training attendance, competency assessment results and individual development plans to identify skill gaps, improve technical capabilities and support employee career progression.



Employee Development Reviews

GRI 404-3

SRF Limited should conduct periodic employee development and performance reviews across its Technical Textiles operations to assess employee contributions, technical competencies and training needs. The 2025 KPI document reports 100% employee participation in career development programmers and an average of 22 training hours per employee. These indicators demonstrate reported participation in workforce development activities but do not specify performance review completion rates. SRF should maintain documented appraisal records, employee feedback, competency assessments and individual development plans to identify skill gaps, guide career progression and align employee performance with organizational objectives.

GRI 405: Diversity and Equal Opportunity

Diversity of Governance Bodies and Employees

GRI 405-1

SRF Limited should monitor diversity across its governance bodies and workforce, considering gender, age groups and other relevant diversity indicators, where legally permissible. The 2025 KPI document reports 14% women in the overall workforce, 7% women in top management, 6% women on the Board, and 13% representation of minority or vulnerable groups across the organisation. SRF should maintain workforce data by employee category and designation and periodically review representation across management and operational roles to identify opportunities for inclusive recruitment, equal opportunity and fair representation.



Ratio of Basic Salary and Remuneration of Women to Men

GRI 405-2

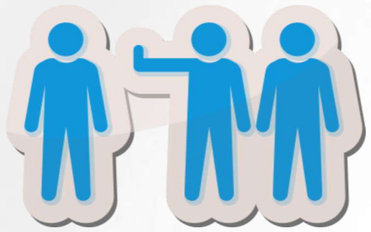
SRF Limited should assess the ratio of basic salary and remuneration between women and men across employee categories and job levels. The 2025 KPI document reports an average unadjusted gender pay gap of 0. This indicator provides information on reported gender pay differences but does not separately disclose the basic salary and remuneration ratios for each employee category or designation. HR should periodically analyse compensation data by gender, job level and employee category, investigate unexplained differences and document corrective actions in accordance with company policies and applicable labour laws.

GRI 406: Non-Discrimination

Non-Discrimination Compliance

GRI 406-1

SRF should promote equal treatment and prevent discrimination across its Technical Textiles operations. The 2025 KPI document reports zero discrimination or harassment incidents requiring corrective action and zero reported cases. SRF should maintain confidential grievance channels, investigate complaints impartially, document findings and corrective actions, and monitor case resolution through verified HR records to strengthen workplace fairness and accountability.



GRI 407: Freedom of Association and Collective Bargaining



Freedom Association Rights

GRI 407-1

SRF should respect employees' rights to freedom of association and collective bargaining across its Technical Textiles operations. In 2025, collective bargaining participation was 100%, with 10 employees participating in social dialogue. SRF should maintain records of employee representation, collective bargaining arrangements and grievance resolution, assess potential risks across operations and suppliers, and document corrective actions addressing identified concerns in accordance with applicable laws.

GRI 408: Child Labor

Labour Risk Assessment

GRI 408-1

SRF should conduct periodic labour risk assessments across Technical Textiles operations, covering wages, working hours, discrimination, forced labour, child labour, occupational safety and freedom of association. In 2025, zero child labour, forced labour and human trafficking incidents were reported, with 100% working-hour control and supplier sustainability assessment coverage. SRF should document assessments, preventive measures and corrective actions across operations and supply chains.



GRI 409: Forced or Compulsory Labor



Forced Labor Prevention

GRI 409-1

SRF reported zero child labour, forced labour and human trafficking incidents in 2025, with 100% supplier sustainability assessment coverage. SRF should prohibit involuntary employment, maintain voluntary recruitment practices, protect workers' identity documents and respect lawful resignation rights. Periodic labour risk assessments, supplier screening and confidential grievance mechanisms should identify concerns and document corrective actions across operations and supply chains.

GRI 410: Security Practices

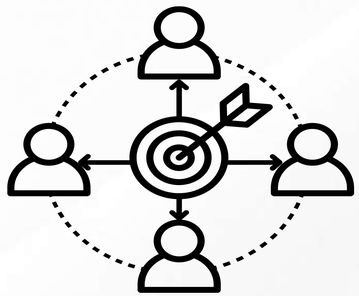
Security Human Rights

GRI 410-1

SRF should provide human rights training to security personnel at its Technical Textiles facility and assess security service providers' practices. In 2025, 100% of supplier contracts included environmental, labour and human rights clauses, with zero reported external stakeholder human rights incidents. SRF should document security personnel training, evaluate service providers and maintain complaint, investigation and corrective action records to strengthen accountability and protect human rights.



GRI 411: Rights of Indigenous Peoples



Incidents Involving Rights of Indigenous Peoples

GRI 411-1

SRF should assess potential impacts of its Technical Textiles operations and supply chain on Indigenous Peoples' rights, including land, cultural heritage and natural resources, where relevant. The 2025 KPI document reports zero external stakeholder human rights incidents but provides no specific Indigenous Peoples disclosures. SRF should maintain human rights assessments, consultation records, grievance registers and corrective action reports, disclosing verified incidents where applicable.

GRI 412: Human Rights Assessment

Human Rights Reviews and Impact Assessments

GRI 412-1

SRF Limited should periodically assess its Technical Textiles operations and supply chain for potential human rights impacts on employees, contract workers, suppliers and surrounding communities. The 2025 KPI document reports zero labour and human-rights incidents involving child labour, forced labour and human trafficking, zero external stakeholder human-rights incidents, and 100% supplier sustainability assessment coverage. SRF should conduct documented human rights risk assessments covering labour practices, non-discrimination, occupational safety and freedom of association, prioritise identified risks and implement corrective action plans. Assessment coverage, findings and resolution status should be reported using verified records.



Employee Training on Human Right

GRI 412-2

SRF Limited should provide human rights awareness training to employees across its Technical Textiles operations, covering non-discrimination, workplace dignity, labour rights, prevention of harassment, forced labour prevention and grievance mechanisms. The 2025 KPI document reports 100% employee participation in business ethics training and zero labour and human-rights incidents involving child labour, forced labour and human trafficking. However, these figures do not specifically confirm human rights training coverage. SRF should conduct regular awareness and refresher sessions and maintain attendance records, training materials and employee feedback to strengthen understanding of human rights responsibilities and respectful workplace practices.

GRI 413: Local Communities

Community Engagement and Development Programmers

GRI 413-1

SRF should engage communities near its Technical Textiles facility through consultations and needs assessments. The 2025 KPI document reports eight environmental services and advocacy activities and 100% employee participation in skill enhancement programmes. SRF should document community needs, implement relevant education, healthcare, environmental awareness and skill development initiatives, and monitor outcomes through stakeholder feedback and periodic impact assessments.

Operations with Negative Community Impacts

GRI 413-2

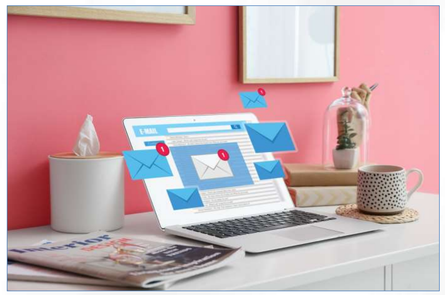
SRF should assess potential community impacts from its Technical Textiles operations, including air emissions, noise, wastewater, traffic and waste management. The 2025 KPI document reports an Air Quality Index of 33, 0.23 metric tons of air pollutants and 7,051.43 cubic metres of water pollution. SRF should document community impact assessments, consult nearby stakeholders, maintain accessible grievance mechanisms and track corrective actions using verified environmental records.

GRI 414: Supplier Social Assessment

New Suppliers Screened Using Social Criteria

GRI 414-1

SRF should screen new suppliers against social criteria relevant to Technical Textiles operations. In 2025, supplier sustainability assessments, Supplier Code of Conduct coverage and supplier contracts containing environmental, labour and human-rights clauses reached 100%. SRF should document new supplier evaluations covering labour rights, working conditions, occupational safety, non-discrimination, fair wages, child labour and forced labour prevention to identify risks and strengthen responsible sourcing.



Operations with Negative Community Impacts

GRI 414-2

SRF Limited should assess supply chain risks involving labour practices, human rights, working conditions, occupational health and safety, discrimination, child labour and forced labour. The 2025 KPI document reports 100% supplier sustainability assessment and Supplier Code of Conduct coverage, with zero reported child labour, forced labour and human trafficking incidents. Periodic audits, corrective action plans, remediation monitoring and documented follow-ups should address identified supplier concerns.

GRI 415: Public Policy

Political Contributions

GRI 415-1

SRF Limited should maintain transparent records of any monetary and non-monetary political contributions made during the reporting period, in accordance with applicable laws and company policies. The 2025 KPI document reports zero confirmed corruption incidents and 100% employee coverage in anti-bribery training. However, these indicators do not establish whether political contributions were made or their total value. SRF should maintain verified financial records, contribution disclosures, approval documents and internal control records to report the total value of political contributions accurately. If no contributions were made, this should be confirmed through documented internal records.



GRI 416: Customer Health and Safety

Assessment of Health and Safety Impacts

GRI 416-1



SRF Limited should assess the health and safety impacts of its products and services throughout relevant stages, including product development, manufacturing, testing, packaging, storage and dispatch. The 2025 KPI document reports zero reported customer health and safety incidents. This indicates no recorded customer incidents in the reported KPI but does not independently confirm that all product life-cycle stages have been assessed. SRF should maintain product safety assessments, quality testing records, chemical handling controls, packaging inspections and documented corrective actions to address identified risks, meet applicable requirements and protect customers and other stakeholders.

GRI 417: Marketing and Labelling

Product and Service Information and Labelling

GRI 417-1



SRF Limited should maintain accurate product information and labelling for its Technical Textiles products, including Nylon 6 chips, yarns and tyre cord fabrics, in line with applicable requirements. The 2025 KPI document reports 73% for total product use, which does not directly demonstrate labelling accuracy or compliance. Approved specifications, material details, handling instructions, quality records and periodic traceability reviews can strengthen accuracy and customer confidence.

Non-Compliance Concerning Product Information and Labelling

GRI 417-2

SRF Limited should monitor product information and labelling compliance across its Technical Textiles products, including Nylon 6 chips, yarns and tyre cord fabrics. The 2025 KPI document reports zero customer health and safety incidents and 73% for product use, but these figures do not confirm labelling compliance. Periodic reviews of labels, technical data sheets and customer documentation should identify non-compliance and document corrective actions.

GRI 418: Customer Privacy

Customer Privacy and Data Protection

GRI 418-1



SRF Limited should protect customer information through appropriate data security measures, access controls and confidentiality procedures across its Technical Textiles operations. The 2025 KPI document reports 100% implementation of data privacy measures and zero confirmed information security incidents. These indicators demonstrate reported privacy controls and incident performance. SRF should maintain access control records, conduct periodic security reviews and provide employee awareness training to reduce privacy risks. Customer complaints, substantiated privacy concerns and identified data breaches should be documented, investigated and addressed in accordance with applicable requirements.

Appendix -1

ESG PERFORMANCE DATA (01st January 2025 to 31st December 2025)

S. NO	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
1	Health, Safety, and Well-being	Increase the percentage of workplace health programs	Workplace health programs	Percentage	100
2	Water Recycling and Circular Resource Management	Percentage of water recycled and reused	Total amount of water recycled and reused	Liters	59647
3	Waste Recovery	Increase the Total weight of waste recovered	Total weight of waste recovered	Metric Tons	1487
4	Collective Bargaining & Consultation	Number of Employees Participated in Social Dialogue	Social dialogue	Count	10
5	Women's Leadership Representation	Gender Diversity in the top management level	Percentage of women at top management level	Percentage	7
6	Ethical Conduct and Integrity	Percentage of employees trained on business ethics	Percentage of employees trained on business ethics	Percentage	100
7	Responsible Procurement Training	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
8	Packaging Disposal Risk	Total Product Use	Product use	Percentage	73
9	Waste Management & Resource Efficiency	Reduce the weight of non-hazardous waste in kgs	Total weight of non-hazardous waste	Metric Tons	4486
10	Air Quality and Pollution Control	Air quality Index	Air pollution	Index	33
11	Skills Enhancement Training	Increase the percentage of Participation in skill enhancement programs	Participation in skill enhancement programs	Percentage	100
12	Gender Pay Inequality	Average Salary For Men - Average Salary For Women x 100	Average unadjusted gender pay gap	Count	0
13	Green Energy Adoption	Total renewable energy consumption	Total renewable energy consumption	kWh	67428315
14	Biodiversity Conservation	Percentage of Green Landscape	Biodiversity	Percentage	28
15	Human Rights in Business	Number of Incidents	External stakeholder human rights	Count	0
16	Product Stewardship	Number of persons given training on product End-of-Life	Product end-of-life	Count	46
17	Energy Efficiency	Total energy consumption	Energy consumption and GHGs	kWh	76846237
18	Collective Bargaining Process	Increase the percentage of Strengthen Collective Bargaining Participation	Strengthen Collective Bargaining Participation	Percentage	100
19	Sustainable Supply Chain Practices	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
20	Ethics, Transparency, and Anti-Corruption	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Count	0
21	Labor Conditions & Standards	Percentage of Employees Covered Under Health Insurance	Working conditions	Percentage	100
22	Human Rights and Labor Practices	Number of labour/human rights incidents	Child labor, forced labor, and human trafficking	Count	0
23	Workplace Safety & Compliance	Number of reportable incidents	Employee health and safety	Count	0
24	Employee Training	Increase the percentage of employee training sessions on anti-bribery practices	Employee training sessions on anti-bribery practices	Percentage	100
25	Living Wage & Employee Well-being	Percentage of direct employees paid below living wage	Percentage of direct employees paid below living wage	Percentage	0
26	Environmental Stewardship and Awareness	Number of Activities in Environmental Services & Advocacy	Environmental services and advocacy	Count	8
27	Hazardous Waste Management	Reduce the weight of hazardous waste in Tons	Total weight of hazardous waste	Metric Tons	162.84
28	Inefficient Energy Consumption	Total energy consumption	Total energy consumption	kWh	76846237
29	Income Equality & Wage Gap Reduction	Average Wage Gap/Living Wage Benchmark	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	Percentage	0
30	Water Use and Resource Efficiency	Total water consumption	Total water consumption	Cubic Metres	209427
31	Data Privacy and Confidentiality	Increase the percentage of data privacy Measures	Data privacy Measures	Percentage	100
32	Material Efficiency, Chemical Management, and Waste Minimization	Waste to landfill	Materials, chemicals, and waste	Kgs	37482.69
33	Responsible Supply Chain Management	Percentage of supplier signed the code of conduct	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
34	Safe Handling Instructions	Count of reported customer health and safety incidents	Customer health and safety	Count	0
35	Fair Compensation & Wage Equity	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage of direct employees covered by a living wage benchmarking analysis	Percentage	100
36	Working Hours Management	Increase the percentage of Control employee working hours	Control employee working hours	Percentage	100
37	Inclusive Leadership for Minorities	Diversity Representation in the top management level	Percentage of employees from a minority or vulnerable group at top management level	Percentage	7
38	Supplier Improvement & Capacity Building	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
39	Employee Training & Development	Average Number of Hours of Training Per Employee	Average hours of training per employee	Hours	22
40	Employee Learning & Growth	Percentage of employees participating in career development programs	Career management and training	Percentage	100
41	Leadership Compensation Ratio	Ratio= Median Annual Total Compensation of All Employees Annual Total Compensation of Highest Paid Individual	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	0.4
42	Water Stewardship and Conservation	Quantity of Water Pollution	Water	Cubic Metres	7051.43
43	Direct Greenhouse Gas Emissions from Operations	Reduction target for Scope 1 emissions	Total gross Scope 1 GHG emissions	MT of CO2e	5389.64
44	Purchased Energy Emissions	Gross Scope 2 emissions calculated using location-based emission factors	Total gross location-based Scope 2 GHG emissions	MT of CO2e	7022.07
45	Carbon Neutral Power	Reduction target for Scope 2 emissions.	Total gross market-based Scope 2 GHG emissions	MT of CO2e	7022.07
46	Other indirect (Scope 3) GHG emissions	Reduction target for Scope 3 emissions	Total gross Scope 3 GHG emissions	MT of CO2e	114535.68
47	Downstream Value Chain Emissions (Scope 3 – Downstream)	Reduction target for Scope 3 Downstream emissions	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	4698.00
48	Upstream Value Chain Emissions (Scope 3 – Upstream)	Reduction target for Scope 3 Upstream emissions	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	109837.68
49	Gender Diversity and Inclusion	Gender Diversity in the Workforce	Percentage of women employed in the whole organization	Percentage	14
50	Decent Work & Economic Inclusion	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage of all employees paid below living wage, including direct employees and non-employee workers	Percentage	0
51	Occupational Health & Safety Performance	Lost Time Injury Frequency Rate (LTIFR).	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
52	Board-Level Gender Equality	Gender Diversity in the within the organization's board	Percentage of women within the organization's board	Percentage	6
53	Workplace Safety and Respect	Reduce the Number of identified discrimination or harassment incidents or corrective actions	Number of identified discrimination or harassment incidents or corrective actions	Count	0
54	Quantitative Living Wage Target	Increase the percentage of employees earning living wage	Percentage of employees earning living wage	Percentage	91
55	Equal Opportunity & Fair Treatment	Number of Reported Discrimination and Harassment	Discrimination and Harassment	Count	0
56	Data Protection and Cybersecurity	Number of confirmed information security incidents	Number of confirmed information security incidents	Count	0
57	Environmental Supplier Screening	Increase the percentage of High risk suppliers identified	High risk suppliers identified	Percentage	92
58	Air Quality Management	Total weight of air pollutants	Total weight of air pollutants	Metric Tons	0.23
59	Emission Intensity Reduction	Percentage reduction in energy intensity	Intensity Reduction Target	Percentage	126947.39
60	Work-Related Injury Cases	Number of work-related accidents	Number of work-related accidents	Count	0
61	Supplier Sustainability Performance Monitoring	Percentage of suppliers covered by Sustainablity Assessment	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
62	Workforce Inclusion and Equity	Diversity Representation in the Whole Organization	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	13
63	Anti-Corruption and Ethical Governance	Number of Incidents of confirmed corruption cases	Number of confirmed corruption incidents	Count	0
64	Supplier Audit Compliance	Percentage of suppliers covered by a Sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100

GRI Index

Appendix -2

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

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INDEPENDENT ASSURANCE STATEMENT

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

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

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

Authorized Representative (Assurer)

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature :
Date : 20th January, 2026

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