

ANANYA JUTE MILLS (GLOSTER LIMITED)

ESG & KPI ROADMAP UP TO FY 2029-30



Gloster Limited
(Formerly Kettlewell Bullen & Company Limited)



ABOUT COMPANY

Ananya Jute Mills (Gloster Limited) is a leading Indian manufacturer of jute and jute diversified products with a strong global presence. The company specialises in the production of sustainable natural fibre solutions used across packaging, geotextiles, agro-textiles, home textiles, and industrial applications.

With fully integrated manufacturing operations, Gloster manages the entire value chain—from raw jute sourcing and fibre processing to spinning, weaving, dyeing, finishing, and product development. This integrated approach ensures high quality standards, traceability, and responsible sourcing across its operations.

Gloster serves customers in domestic and international markets, delivering innovative and eco-friendly alternatives to synthetic materials. The company continues to focus on sustainable product development, operational efficiency, and responsible business practices to support long-term growth and value creation for stakeholders.

ABOUT THIS ESG ROADMAP

Ananya Jute Mill's ESG Roadmap represents the company's structured, long-term commitment to integrating Environmental, Social, and Governance (ESG) principles into its core business strategy and operations. As a leading manufacturer in the jute and technical textile sector, the roadmap serves as a strategic framework to drive sustainable growth, strengthen stakeholder trust, and ensure long-term business resilience.

The ESG Roadmap has been developed to:

- Align business operations with global sustainability expectations and responsible business practices

- Establish measurable ESG Key Performance Indicators (KPIs) and time-bound targets
- Integrate sustainability into decision-making, risk management, and corporate governance
- Support compliance with national and international ESG reporting frameworks and customer expectations

The roadmap focuses on a phased and measurable approach covering **short-term (1 year), medium-term (3 years), and long-term (5+ years)** goals across Environmental, Social, and Governance pillars. Each KPI is supported by clear ownership, monitoring mechanisms, and periodic performance review to ensure continuous improvement.

Through this roadmap, Gloster aims to:

- Reduce environmental footprint and enhance resource efficiency
- Strengthen employee wellbeing, community engagement, and responsible supply chains
- Enhance transparency, ethics, and governance practices
- Position the company as a sustainability leader in the jute and textile industry

FORWARD LOOKING STATEMENT

This ESG Roadmap of Ananya Jute Mills contains forward-looking statements based on current expectations, assumptions, and projections regarding future business performance and sustainability goals. These statements are subject to risks, uncertainties, regulatory changes, and market conditions that may cause actual results to differ materially. The company undertakes no obligation to update these statements, except as required by applicable laws and regulations.

MESSAGE FROM THE DIRECTORS

“Weaving Responsible Growth with Natural Fibre Leadership.”

Dear Stakeholders,

At Ananya Jute Mills, sustainability is inseparable from our legacy and future vision. As a company rooted in natural fibres and responsible manufacturing, we recognise our responsibility to create long-term value while protecting the environment and supporting the communities connected to our operations.

Our ESG journey reflects our commitment to responsible sourcing, operational efficiency, and continuous improvement across the value chain. We are focused on reducing our environmental footprint through energy efficiency, responsible water and waste management, and the promotion of biodegradable and sustainable jute-based solutions.

Equally important is our commitment to people. We strive to provide a safe, inclusive, and respectful workplace that encourages growth, skill development, and employee wellbeing. Through community engagement and responsible supply chain practices, we aim to contribute positively to the social and economic development of the regions where we operate. Strong governance remains the foundation of our business. Guided by integrity, transparency, and accountability, we continue to strengthen our policies, risk management practices, and ethical standards to build trust with all stakeholders and ensure long-term business resilience.

Mr. Hemant Bangur
Chairman, Gloster Limited (Unit: Ananya)

OUR JOURNEY

Ananya Jute Mills) is one of India's leading manufacturers of jute and jute diversified products, with a long legacy in natural fibre innovation and responsible manufacturing. With fully integrated operations spanning raw jute sourcing, fibre processing, spinning, weaving, dyeing, finishing, and product development, the company ensures strong traceability, quality consistency, and responsible sourcing across its value chain. Gloster serves diverse global markets with sustainable jute and technical textile solutions that contribute directly to eco-friendly packaging, geotextiles, and industrial applications.

As a natural fibre-based manufacturer, **Ananya Jute Mills** recognises jute as a renewable, biodegradable, and recyclable material and is committed to reducing environmental impact and improving resource efficiency. Sustainability guides product innovation, supply chain partnerships, and manufacturing practices while supporting the shift away from synthetic and plastic-based alternatives.

The company continues to invest in technology upgrades, operational efficiency, workforce development, and sustainable product innovation to enhance productivity, environmental performance, and social impact. Its sustainability approach is built on ethical governance, climate-responsible manufacturing, safe and inclusive workplaces, and continuous alignment with global sustainability expectations.

SUSTAINABILITY VISION, MISSION & OBJECTIVES

Sustainability Vision

To continue producing high-quality products, organic and traditional, while addressing the myriad sustainability concerns of our organization. To remain committed to our workforce, the communities in which we operate our shareholders, customers and the society. To reduce and manage the environmental impacts of our operations wherever feasible.

Sustainability Mission

To embed the principles of sustainability in our business-decision making process. We believe this will enhance the efficiency of our operations as well as generate positive impacts for all our stakeholders. For us sustainability is an on-going process requiring periodic review and oversight. Our process is a flexible one to allow us the best chance to meet and beat the challenges of the modern consumer market.

Sustainability Objectives

- To use the principles of sustainability to enhance the efficiency of our business
- To use our CSR initiatives to improve the lives of the communities around our areas of operation
- To use energy efficiency, water efficiency and waste efficiency initiatives to improve our environmental performance
- To communicate our goals effectively to our people so as to derive the highest value possible from our sustainability initiatives and encourage an organization-wide acceptance of said initiatives

- To communicate with our stakeholders to gauge their concerns and then incorporate those in our decision making

OUR CERTIFICATIONS



Confederation of Indian Industry

MEMBERSHIP AND ASSOCIATIONS



Indian Chamber of Commerce



Indian Jute Mills Association



Indian Jute Industries Research Association



Federation of Indian Exporters Organisation



The South India Textile Research Association



The Bengal Chamber of Commerce & Industry



Confederation of Indian Industry (CII)



Indo German Chamber of Commerce



Indo American Chamber of Commerce logo



Export Promotion Council for Handicrafts



Jute Products Development and Export promotion Council



Central Research Institute for Jute and Allied Fibres (CRIJAF)



Indo-Italian Chamber of Commerce and Industry



National Jute Board (NJB)



The Jute Corporation of India Limited (JCI)



United Nations Global Compact

Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO's and other stakeholders for their knowledge and acknowledgement.

STAKEHOLDER ENGAGEMENT & MATERIALITY OVERVIEW

Gloster Limited (Unit: Ananya) recognises that strong relationships with stakeholders are essential for long-term success and responsible business growth. The company actively engages with key stakeholder groups to understand expectations, identify risks and opportunities, and continuously improve ESG performance.

Key Stakeholder Groups

Gloster regularly interacts with:

Employees & Workers – through training, safety committees, grievance mechanisms, and internal communication channels

- **Customers & Global Buyers** – through product quality, sustainability initiatives, audits, and regular business interactions
- **Suppliers & Farmers** – through responsible sourcing practices and long-term partnerships
- **Investors & Shareholders** – through disclosures, annual reporting, and governance transparency
- **Local Communities** – through CSR initiatives and community development programmes
- **Regulators & Industry Bodies** – through compliance, certifications, and regulatory reporting

Materiality Assessment Overview

At Gloster, materiality assessment is a key part of our sustainability strategy. It helps us identify and prioritise the environmental, social, and governance issues that are most critical to our business and stakeholders. This structured

process enables us to create enduring economic, environmental, and social value while integrating sustainability into decision-making and business performance.

Our assessment follows a structured three-step methodology to ensure alignment with global sustainability priorities and long-term business resilience.

Identification of Material Topics

To identify relevant ESG topics, Gloster conducted a detailed review and benchmarking exercise:

- Reviewed globally recognised sustainability frameworks such as **GRI standards**
- Analysed peer disclosures within the textile and jute industry
- Shortlisted topics based on business impact and stakeholder relevance

Stakeholder Consultation

Engagement with stakeholders is central to our materiality process. Gloster:

- Identified key internal and external stakeholders
- Conducted discussions and interactions to gather stakeholder perspectives
- Assessed stakeholder expectations and assigned weightage to each topic

Prioritisation of Material Topics

The identified topics were prioritised through a structured evaluation process:

- Compared stakeholder importance with internal business relevance
- Developed a materiality matrix to map priority areas
- Classified topics into high, medium, and emerging priority areas

This process ensures that Gloster focuses on ESG issues that have the greatest impact on stakeholders and long-term business success.

Management Approach to Material Topics

Gloster manages identified ESG topics through structured policies, measurable action plans, and performance monitoring. Senior leadership oversees implementation through clear accountability, defined KPIs, and regular review mechanisms.

- **Climate Change & Emissions Management:** Gloster focuses on reducing carbon footprint through energy efficiency initiatives and investments in sustainable energy solutions aligned with global climate goals.
- **Waste Management:** The company implements responsible waste management practices, including reduction, recycling, and repurposing initiatives to support circular economy principles.
- **Water Management:** Water conservation and efficient resource use are prioritised through monitoring, optimisation, and responsible discharge practices.
- **Employee Welfare & Benefits:** Gloster promotes employee wellbeing through comprehensive policies, safe workplaces, and inclusive work environments.
- **Occupational Health & Safety:** Safety is prioritised through training, emergency preparedness, and preventive measures to ensure a secure workplace.

- **Human Rights:** The Company upholds strong human rights standards, preventing child labour, forced labour, and workplace harassment.
- **Community Impact:** Gloster contributes to community development and social wellbeing through CSR and local engagement initiatives.
- **Supply Chain Management:** Responsible sourcing and strong supplier relationships are maintained through sustainability integration and performance monitoring.
- **Customer Relations:** Customer satisfaction is strengthened through quality products, transparency, and continuous engagement.
- **Corporate Governance & Business Ethics:** Gloster maintains strong governance through transparency, accountability, and ethical business conduct.
- **Regulatory Compliance:** Operations comply with applicable laws, regulations, and industry standards.
- **Risk Management:** A comprehensive risk management framework helps identify and mitigate business and ESG risks.

SDGs covered



ESG KPI ROADMAP UP TO FY 2029-30

ABOUT ANANYA JUTE MILLS (GLOSTER LIMITED)

Gloster Limited (Unit: Ananya) (Formerly, Kettlewell Bullen & Company Limited) was converted and incorporated as a limited company under the provisions of the Companies Act 1913. In 1879, it was appointed as the managing agent of Fort Gloster Jute Manufacturing Company Limited which became Fort Gloster Industries Limited subsequently.

The House of Bangurs as one of the leading business conglomerates acquired the Company in the year 1954. In compliance with the change in statute, it ceased to be the managing agent w.e.f 31st December 1969. It however, continued to be the main Promoter and controller of Fort Gloster Industries Limited.

ANANYA JUTE MILLS, one of the subsidiary companies of GLOSTER LIMITED recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

In the FY 2022-23, materiality analysis was carried out accordance with Global Reporting Initiative standard (GRI) 2021, to acknowledge and highlight key sustainability issues and based on that, the company have formulated its ESG KPI's up to FY 2029-30. It sets out clear targets to achieve our sustainable development ambitions. These targets are aligned with the UN Sustainable Development Goals (SDGs).

Environmental (E)

- Emissions & Energy
- Water
- Air Pollution
- Bio Diversity
- Waste Management
- Product LCA
- Product Use
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Responsibility
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieving the set targets.

The cumulative progress against the KPIs will be meticulously evaluated, with subsequent statuses updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focus or adjustment.

The current review cycle is aligned with our annual target completion deadline, set for 31st March 2026 and 31st March 2030, respectively for the FY 2025-26 & FY 2029-30. This deadline serves as a critical benchmark for

evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.

SCOPE

The data / information / KPI highlighted in this document is specific to below mentioned unit of Gloster Limited (Unit: Ananya).

Sr. No	Unit Name	Address
1	Ananya Jute Mills (Gloster Limited)	Fort Gloster, Bauria, Howrah , West Bengal(India) 711 310

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in **Accordance to the Global Reporting Initiative (GRI) Universal Standards 2021**, ensuring our sustainability metrics align with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both



the planet and our communities.

1. GRI Alignment Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labelling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

2. GRI Alignment Table for Social KPIs

GRI Standard	Indicator	Description
GRI 408:	408-1	Tracks incidents and risks of child labor across operations and suppliers.

Child Labor		
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non- discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

3. GRI Alignment Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol


In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. In accordance with comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.



ASSURANCE STATEMENT

Our ESG reporting has been independently verified by a certified third party. The official Assurance Letter is provided at the end of the ESG KPI Roadmap as formal validation of this verification.

ENVIRONMENTAL

ESG Area	FY 2022-23 (April 2022- March 2023) Baseline	FY 2023-24 (April 2023- March 2024) Reporting	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- September 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Total Scope 1 GHG Emission (tCO ₂ eq)	Total Scope 1 GHG Emission (tCO ₂ eq)	Total Scope 1 GHG Emission (tCO ₂ eq)	Total Scope 1 GHG Emission (tCO ₂ eq)	Total Scope 1 GHG Emission (tCO ₂ eq) 15% Reduction (Target / Actual)	
	687.84	563.84	600.59	276.67	584.66/	
	Total Scope 2 GHG Emission (tCO ₂ eq)	Total Scope 2 GHG Emission (tCO ₂ eq)	Total Scope 2 GHG Emission (tCO ₂ eq)	Total Scope 2 GHG Emission (tCO ₂ eq)	Total Scope 2 GHG Emission (tCO ₂ eq) 15% Reduction (Target / Actual)	
	1274.12	1456.22	884.66	415.39	1083.002/	
Total Scope 3 GHG Emission (tCO ₂ eq)	Total Scope 3 GHG Emission (tCO ₂ eq)	Total Scope 3 GHG Emission (tCO ₂ eq)	Total Scope 3 GHG Emission (tCO ₂ eq)	Total Scope 3 GHG Emission (tCO ₂ eq) 10% Reduction (Target / Actual)		
5345.17	5185.92	6212.83	3409.50	4810.65/		
Total Scope 3 Downstream GHG Emission (tCO ₂ eq)	Total Scope 3 Downstream GHG Emission (tCO ₂ eq)	Total Scope 3 Downstream GHG Emission (tCO ₂ eq)	Total Scope 3 Downstream GHG Emission (tCO ₂ eq)	Total Scope 3 Downstream GHG Emission (tCO ₂ eq)	Total Scope 3 Downstream GHG Emission (tCO ₂ eq) 3% reduction (Target / Actual)	

	1059.19	1008.76	1302.16	723.42	1027.41/	
	Total Scope 3 Upstream GHG Emission (tCO2eq)	Total Scope 3 Upstream GHG Emission (tCO2eq)	Total Scope 3 Upstream GHG Emission (tCO2eq)	Total Scope 3 Upstream GHG Emission (tCO2eq)	Total Scope 3 Upstream GHG Emission (tCO2eq) 7% Reduction (Target / Actual)	
	3.04	2.40	2.74	1.27	2.83/	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) 2%reduction	
	10.49	12.89	10.10	TBC	10.28/	
	Percentage of employees trained on GHG Management (in %)	Percentage of employees trained on GHG Management (in %)	Percentage of employees trained on GHG Management (in %)	Percentage of employees trained on GHG Management (in %)	Percentage of employees trained on GHG Management (in %) (Target / Actual)	
	100%	100%	100%	100%	100%/	
Environmental Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	
	NIL	NIL	NIL	NIL	NIL /	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001 (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted (Target /	

					Actual)	
	100%	100%	100%	100%	100% /	
Energy Consumptions	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh) (Target / Actual)	
	17,94,530	20,33,830	12,16,870	5,71,380	16,15,077/	
	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ) (Target / Actual)	
	17,598	16,210	16,510	5,899	14,958/	
	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh) (Target / Actual)	
	0	0	7,36,112	4,88,067	750000/	
	Energy Intensity (GJ/Revenue (in Cr.))	Energy Intensity (GJ/Revenue (in Cr.))	Energy Intensity (GJ/Revenue (in Cr.))	Energy Intensity (GJ/Revenue (in Cr.))	Energy Intensity (GJ/Revenue (in Cr.)) (Target / Actual)	
	102.6	103.47	112.32	TBC	100.55 /	
Renewable Energy against Total Energy consumed from electricity (%)	Renewable Energy against Total Energy consumed from electricity (%)	Renewable Energy against Total Energy consumed from electricity (%)	Renewable Energy against Total Energy consumed from electricity (%)	Renewable Energy against Total Energy consumed from electricity (%) (Target / Actual)		
0%	0%	60.49%	85.42%	70% /		
Percentage of employees trained on Energy Efficiency (in %)	Percentage of employees trained on Energy Efficiency (in %)	Percentage of employees trained on Energy Efficiency (in %)	Percentage of employees trained on Energy Efficiency (in %)	Percentage of employees trained on Energy Efficiency (in %)		

					(Target / Actual)	
	100%	100%	100%	100%	100%/	
Water	Total Water consumption (in Cubic Meters)	Total Water consumption (in Cubic Meters)	Total Water consumption (in Cubic Meters)	Total Water consumption (in Cubic Meters)	Total Water consumption (in Cubic Meters) (Target / Actual)	
	15,046	15,213	14,511	7,561	14293.7/	
	Total amount of water recycled and reused (in mega Litres)	Total amount of water recycled and reused (in mega Litres)	Total amount of water recycled and reused (in mega Litres)	Total amount of water recycled and reused (in mega Litres)	Total amount of water recycled and reused (in mega Litres) (Target / Actual)	
	0.277	0.274	0.280	0.142	0.30 /	
	Total Rain Water Harvested (in Kilo Litres)	Total Rain Water Harvested (in Kilo Litres)	Total Rain Water Harvested (in Kilo Litres)	Total Rain Water Harvested (in Kilo Litres)	Total Rain Water Harvested (in Kilo Litres) (Target / Actual)	
	0	0	0	0	500 /	
	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	
5.94	6.09	6.07	6.08	6.0 /		
Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)		
5.6%	5.49%	12.18%	11.79%	5.9%/		
Water Intensity	Water Intensity	Water Intensity	Water Intensity	Water Intensity		



(Water consumed KL / Product Produced MT.)	(Water consumed KL / Product Produced MT.)	(Water consumed KL / Product Produced MT.)	(Water consumed KL / Product Produced MT.)	(Water consumed KL / Product Produced MT.)	(Water consumed KL / Product Produced MT.) (Target / Actual)
0.058	0.060	0.059	0.058	0.057 /	
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)
100 / 20	100 / 32	100 / 26	100 / 26	100 /	
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)
250 / 60	250 / 60	250 / 28.8	250 / 70	250 /	
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)
30 / 23	30 / 20	30 / 8	30 / 18	30 /	
Percentage of employees Trained on Water Efficiency (in %)	Percentage of employees Trained on Water Efficiency (in %)	Percentage of employees Trained on Water Efficiency (in %)	Percentage of employees Trained on Water Efficiency (in %)	Percentage of employees Trained on Water Efficiency (in %)	Percentage of employees Trained on Water Efficiency (in %) (Target / Actual)
100%	100%	100%	100%	100%	100% /



Air Pollution	Average SO ₂ (µg /Nm ³) (Limit /Result)	Average SO ₂ (µg /Nm ³) (Limit /Result)	Average SO ₂ (µg /Nm ³) (Limit /Result)	Average SO ₂ (µg /Nm ³) (Limit /Result)	Average SO ₂ (µg /Nm ³) (Limit /Result)
	80 / 17.2	80 / 7.54	80 / 8.56	80 / 5.30	80 /
	Average NO _x (µg /Nm ³) (Limit /Result)	Average NO _x (µg /Nm ³) (Limit /Result)	Average NO _x (µg /Nm ³) (Limit /Result)	Average NO _x (µg /Nm ³) (Limit /Result)	Average NO _x (µg /Nm ³) (Limit /Result)
	80 / 12.3	80 / 26.52	80 / 26.47	80 / 16.46	80 /
	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Result)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Result)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Result)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Result)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Result)
100 / 13.3	100 / 82.63	100 / 81.52	100 / 61.51	100 /	
Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Result)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Result)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Result)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Result)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Result)	
60 / 12.1	60 / 13.2	60 /52.43	60 /32.58	60 /	
Average Total weight of air pollutants in (µg / m ³)	Average Total weight of air pollutants in (µg / m ³)	Average Total weight of air pollutants in (µg / m ³)	Average Total weight of air pollutants in (µg / m ³)	Average Total weight of air pollutants in (µg / m ³)	
69.5	64.1	62.82	62.22	--	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III
NIL	NIL	NIL	NIL	NIL /	



Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)
	72 / 75	71.70 /75	71.50 /75	71.45 /75	/ 75
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)
	68 / 70	65 / 70	64 / 70	64 / 70	/ 70
Biodiversity Conservation	Number of native species supported	Number of native species supported	Number of native species supported	Number of native species supported	Number of native species supported (Target / Actual)
	0	0	0	0	4 /
	% of employee trained on biodiversity prevention	% of employee trained on biodiversity prevention	% of employee trained on biodiversity prevention	% of employee trained on biodiversity prevention	% of employee trained on biodiversity prevention (Target / Actual)
	100%	100%	100%	100%	100% /
	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity
	0	0	0	0	0 /
Waste Generation	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes) (Target / Actual)
	7.53	0.937	1.30	Data collection in progress	3.6/



	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)
	0.330	0.937	1.30	Data collection in progress	0.285/
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)
	0	0	0	Data collection in progress	0 /
	Total weight of waste recovered in a year (in metric tonnes)	Total weight of waste recovered in a year (in metric tonnes)	Total weight of waste recovered in a year (in metric tonnes)	Total weight of waste recovered in a year (in metric tonnes)	Total weight of waste recovered in a year (in metric tonnes) (Target / Actual)
	1.1	0.14	0.28	Data collection in progress	1.2 /
Product use and product End of Life	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment (Target / Actual)
	0	0	0	2	5 /
	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects (Target / Actual)
	0%	0%	0%	0%	0% /
	Numbers of Products assessed for their Product Carbon Footprint (PCF)	Numbers of Products assessed for their Product Carbon Footprint (PCF)	Numbers of Products assessed for their Product Carbon Footprint (PCF)	Numbers of Products assessed for their Product Carbon Footprint (PCF)	Numbers of Products assessed for their Product Carbon Footprint (PCF) (Target / Actual)




0	0	0	0	0 /
Number of products assessed for their Product Life cycle Assessment (LCA)	Number of products assessed for their Product Life cycle Assessment (LCA)	Number of products assessed for their Product Life cycle Assessment (LCA)	Number of products assessed for their Product Life cycle Assessment (LCA)	Number of products assessed for their Product Life cycle Assessment (LCA) (Target / Actual)
0	0	0	2	2 /
Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target / Actual)
5%	12%	0%	14%	25% /
% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals (Target / Actual)
100%	100%	100%	100%	100% /
% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions (Target / Actual)
100%	100%	100%	100%	100% /
Percentage of products designed using sustainable or recycled materials	Percentage of products designed using sustainable or recycled materials	Percentage of products designed using sustainable or recycled materials	Percentage of products designed using sustainable or recycled materials	Percentage of products designed using sustainable or recycled materials.(Target / Actual)



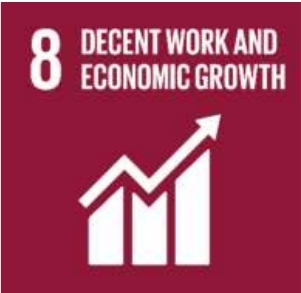
	89% The percentage of products returned by customers compared to the total number of products sold.	91% The percentage of products returned by customers compared to the total number of products sold.	97% The percentage of products returned by customers compared to the total number of products sold.	100% The percentage of products returned by customers compared to the total number of products sold.	100% / The percentage of products returned by customers compared to the total number of products sold.(Target / Actual)
	12% The percentage of customers who are aware of and participate in the company's recycling programs.	7% The percentage of customers who are aware of and participate in the company's recycling programs	0% The percentage of customers who are aware of and participate in the company's recycling programs	0% The percentage of customers who are aware of and participate in the company's recycling programs	5% / The percentage of customers who are aware of and participate in the company's recycling programs. (Target / Actual)
	100% Reporting on Product End of Life Treatment	100% Reporting on Product End of Life Treatment	100% Reporting on Product End of Life Treatment	100% Reporting on Product End of Life Treatment	100% / Reporting on Product End of Life Treatment (Target / Actual)
	0	0	0	0	0 /
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 15%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 55%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 65%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 65%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 100% /



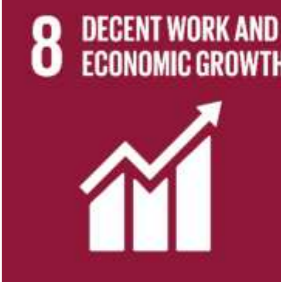
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target / Actual)	
	91.87%	93.71%	94.71%	93.71%	95% /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed (Target / Actual)	
	NIL	NIL	NIL	NIL	5%	
	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices (Target / Actual)	
	2%	3%	3%	3%	15% /	
Environmental service and advocacy	% Customers Participating in product related Training Programs	% Customers Participating in product related Training Programs	% Customers Participating in product-related Training Programs	% Customers Participating in product-related Training Programs	% Customers Participating in service-related Training Programs (Target / Actual)	
	61%	73%	73%	73%	100% /	
	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized (Target / Actual)	
	2	3	3	3	5 /	

	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs (Target / Actual)	
	60%	73%	73%	73%	100% /	
Training	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Target / Actual)	
	80%	85%	85%	95%	100% /	

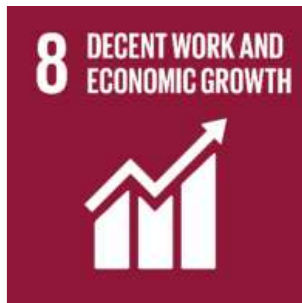
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ESG Area	FY 2022-23 (April 2022- March 2023) Baseline	FY 2023-24 (April 2023- March 2024) Reporting	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- September 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Employment	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization (Target / Actual) NIL /	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization (Target / Actual) NIL /	
	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization (Target / Actual) NIL /	
	Attrition Ratio(%) 5%	Attrition Ratio(%) 4.5%	Attrition Ratio(%) 5.2%	Attrition Ratio(%) 4.5%	Attrition Ratio(%) (Target / Actual) 3.75% /	
	Number of Internal Audit conducted on Labor	Number of Internal Audit conducted on Labor	Number of Internal Audit conducted on Labor	Number of Internal Audit conducted on Labor	Number of Internal Audit conducted on Labor	

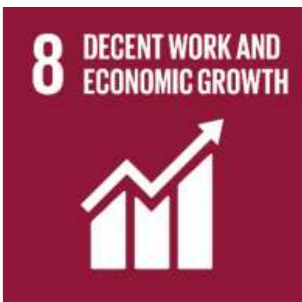
exploitation	exploitation	exploitation	exploitation	exploitation (Target / Actual)	
1	1	1	1	1 /	
Number of Risk assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation (Target / Actual)	
1	1	1	1	1 /	
Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	
3096	2880	2998	3016	3200 /	
Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee (Target / Actual)	
12	11	7.4	8.9	12/	
Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.) (Target / Actual)	
15400	15426	18200	18590	15600/	
Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Target / Actual)	
10101	12240	18200	18590	12400/	

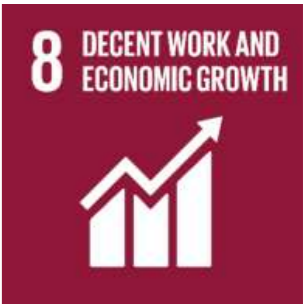


Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules (Target / Actual)
100%	100%	100%	100%	100% /
Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules (Target / Actual)
100%	100%	100%	100%	100% /
Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%) (Target / Actual)
65%	61%	100%	100%	75% /
Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%) (Target / Actual)
0%	0%	0%	0%	1% /
Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Target / Actual)
0%	0%	0%	0%	2%/
Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)



					(Target / Actual)	
Health & Safety Incidents / Accidents	14%	14%	11%	10%	17%/	
	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	
	3%	4.5%	14%	14%	10% /	
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce (Target / Actual)	
0.00	0.00	0.00	0.00	0.00 /		
Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers (Target / Actual)		
0.00	16.93	16.78	TBC	0.00 /		



	Numbers of Work-related Accidents 0	Numbers of Work-related Accidents 113	Numbers of Work-related Accidents, 108	Numbers of Work-related Accidents, 0	Numbers of Work-related Accidents (Target / Actual) 0 /	
	Numbers of Fatal Incidents 0	Numbers of Fatal Incidents. 0	Numbers of Fatal Incidents. 0	Numbers of Fatal Incidents. 0	Numbers of Fatal Incidents. (Target / Actual) 0 /	
	Numbers of Number of days lost to work-related injuries, fatalities and ill health 0	Numbers of Number of days lost to work-related injuries, fatalities and ill health 0	Numbers of Number of days lost to work-related injuries, fatalities and ill health 0	Numbers of Number of days lost to work-related injuries, fatalities and ill health 0	Numbers of Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0/	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
	Number of Risk Assessment conducted on Employee Health and Safety 1	Number of Risk Assessment conducted on Employee Health and Safety 1	Number of Risk Assessment conducted on Employee Health and Safety 1	Number of Risk Assessment conducted on Employee Health and Safety 1	Number of Risk Assessment conducted on Employee Health and Safety (Target / Actual) 1 /	
	Percentage of employees trained on Health & Safety (in %) 100%	Percentage of employees Trained on Health & Safety (in %) 100%	Percentage of employees Trained on Health & Safety (in %) 100%	Percentage of employees Trained on Health & Safety (in %) 100%	Percentage of employees Trained on Health & Safety (in %) (Target / Actual) 100% /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	


	100%	100%	100%	100%	100% /	
	% of all employees paid below living wage	% of all employees paid below living wage	% of all employees paid below living wage	% of all employees paid below living wage	% of all employees paid below living wage (Target / Actual)	
	0%	0%	0%	0%	0%/	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	
	0%	0%	0%	0%	0%/	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	
	0%	0%	0%	0%	0%/	
	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	/



	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	





Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO's and other stakeholders for their knowledge and acknowledgement.

# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual)	
NIL	NIL	NIL	NIL	NIL	NIL /	
% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual (Target / Actual)	
29 %	26.7%	28.0%	28.7%	25% /		
# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers (Target / Actual)	
NIL	NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target / Actual)	
NIL	NIL	NIL	NIL	NIL	NIL /	
Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases (Target / Actual)	
NIL	NIL	NIL	NIL	NIL	NIL /	

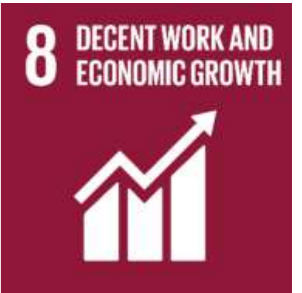
	Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	
	0%	0%	0%	0%	0%	
	Percentage of employees Trained on Human Rights (in %)	Percentage of employees Trained on Human Rights (in %)	Percentage of employees Trained on Human Rights (in %)	Percentage of employees Trained on Human Rights (in %)	Percentage of employees Trained on Human Rights (in %) (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Percentage of employees Trained on overall Career Management and Skill Development (in %)	Percentage of employees Trained on overall Career Management and Skill Development (in %)	Percentage of employees Trained on overall Career Management and Skill Development (in %)	Percentage of employees Trained on overall Career Management and Skill Development (in %)	Percentage of employees Trained on overall Career Management and Skill Development (in %) (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Percentage of employees received regular performance and career development reviews.	Percentage of employees received regular performance and career development reviews	Percentage of employees received regular performance and career development reviews	Percentage of employees received regular performance and career development reviews	Percentage of employees received regular performance and career development reviews (Target / Actual)	
	100%	100%	100%	100%	100%/	
	Awareness Session conducted on Career Management (in	Awareness Session conducted on Career Management (in	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (in	



	Numbers) 0	Numbers) 3	(in Numbers) 3	(in Numbers) 3	Numbers) (Target / Actual) 7/	
	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count (Target / Actual) 100%/	
	% of all operational sites cover under human rights impact assessments 100%	% of all operational sites cover under human rights impact assessments 100%	% of all operational sites cover under human rights impact assessments 100%	% of all operational sites cover under human rights impact assessments 100%	% of all operational sites cover under human rights impact assessments (target / Actual) 100% /	
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/	
	% of the total workforce covered by formal collective agreement 100%	% of the total workforce covered by formal collective agreements 100%	% of the total workforce covered by formal collective agreement 100%	% of the total workforce covered by formal collective agreement 100%	% of the total workforce covered by formal collective agreements (Target / Actual) 100%/	
Gender	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	

Equality	12.7%	12.7%	16.5%	14.7%	15% /	
	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %) (Target / Actual)	
	4.6%	4.6%	4.6%	4.6%	7% /	
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	
	--	16.67%	16.67%	16.67%	35% /	
	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization (Target / Actual)	
	9%	9.45%	9.45%	11.45%	12% /	
	Percentage of employees Trained on Gender Equality (in %)	Percentage of employees Trained on Gender Equality (in %)	Percentage of employees Trained on Gender Equality (in %)	Percentage of employees Trained on Gender Equality (in %)	Percentage of employees Trained on Gender Equality (in %) (Target / Actual)	
100%	100%	100%	100%	100% /		
Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment		
1	1	1	1	1 /		

	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	
	50%	55%	65%	85%	100% /	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	/
	9,50,000	9,52,001	9,62,001	9,98,400	-	
	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification (Target / Actual)	
NIL	NIL	NIL	NIL	NIL /		
% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program (Target / Actual)		
80%	100%	100%	100%	100% /		
Employee Satisfaction	Employee Satisfaction	Employee Satisfaction	Employee Satisfaction	Employee Satisfaction		



	rate on working condition (in %)	rate on working condition (in %)	rate on working condition (in %)	rate on working condition (in %)	rate on working condition (in %)	
	100%	100%	100%	100%	100% /	
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
Corporate Social Responsibility	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level (Target / Actual)	
	3	3	3	3	3/	

GOVERNANCE

ESG Area	FY 2022-23 (April 2022- March 2023) Baseline	FY 2023-24 (April 2023- March 2024) Reporting	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- September 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery (Target / Actual) NIL /	
	Percentage of employees Trained on Anti-Corruption & Bribery (in %) 100%	Percentage of employees Trained on Anti-Corruption & Bribery (in %) 100%	Percentage of employees Trained on Anti-Corruption & Bribery (in %) 100%	Percentage of employees Trained on Anti-Corruption & Bribery (in %) 100%	Percentage of employees Trained on Anti-Corruption & Bribery (in %) (Target / Actual) 100%/	
	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents (Target / Actual) NIL /	
	Number of internal assessments conducted on anti-bribery and corruption 1	Number of internal assessments conducted on anti-bribery and corruption 1	Number of internal assessments conducted on anti-bribery and corruption 1	Number of internal assessments conducted on anti-bribery and corruption 1	Number of internal assessments conducted on anti-bribery and corruption (Target / Actual) 100% /	
Information	Number of internal assessments conducted on Information Security	Number of internal assessments conducted on Information Security	Number of internal assessments conducted on Information Security	Number of internal assessments conducted on Information Security	Number of internal assessments conducted on Information Security	

Management					(Target / Actual)	
	100%	100%	100%	100%	100% /	
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	Percentage of employees Trained on Anti-Information Security (in %)	Percentage of employees Trained on Anti-Information Security (in %)	Percentage of employees Trained on Anti-Information Security (in %)	Percentage of employees Trained on Anti-Information Security (in %)	Percentage of employees Trained on Anti-Information Security (in %) (Target / Actual)	
100%	100%	100%	100%	100% /		
Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:(Target / Actual)		
100%	100%	100%	100%	100% /		
User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints: (Target / Actual)		
NIL	NIL	NIL	NIL	NIL /		
Value Chain	Suppliers evaluated for Sustainability Assessment (in %)	Suppliers evaluated for Sustainability Assessment (in %)	Suppliers evaluated for Sustainability Assessment (in %)	Suppliers evaluated for Sustainability Assessment (in %)	Suppliers evaluated for Sustainability Assessment (in %)	



(Presently done on the basis of SA 8000 Requirements)					(Target / Actual)
	0%	5%	5%	8%	15%/
	Suppliers evaluated for Sustainability Assessment (Onsite) (in %)	Suppliers evaluated for Sustainability Assessment (Onsite) (in %)	Suppliers evaluated for Sustainability Assessment (Onsite) (in %)	Suppliers evaluated for Sustainability Assessment (Onsite) (in %)	Suppliers evaluated for Sustainability Assessment (Onsite) (in %) (Target / Actual)
	0%	8%	8%	8%	18%/
	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier (Target / Actual)
	0	0	0	0	0/
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %) (Target / Actual)
	100%	100%	100%	100%	100% /
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual)
100%	100%	100%	100%	100% /	
Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts (Target / Actual)	
0 %	5%	15%	15%	15% /	
Percentage of all buyers	Percentage of all buyers	Percentage of all buyers	Percentage of all buyers	Percentage of all buyers	




	who received training on sustainable procurement	who received training on sustainable procurement	who received training on sustainable procurement	who received training on sustainable procurement	who received training on sustainable procurement (Target / Actual)	
	72 %	85%	85%	85%	95% /	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier (Target / Actual)	
	0	0	0	0	0 /	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	
	0%	0%	0%	0%	0% /	
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit (Target / Actual)	
	100 %	100%	100%	100%	100% /	
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%) (Target / Actual)	



	90%	100%	100%	100%	100% /	
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	
	100%	80%	100%	100%	100%/	
	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues (Target / Actual)	
	100%	100%	100%	100%	100% /	
Customer Health and Safety	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products	
	0	0	0	0	0 /	
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers (Target / Actual)	
	50%	65 %	65 %	65 %	100 % /	



Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting (Target / Actual)	
	0%	2%	2%	2%	15% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target / Actual)	
	0%	2%	2%	2%	15% /	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual)	
	0	0	0	0	0 /	