

# ESG Report 2025

## Reporting Accordance with GRI Core Option

- STATEMENT OF USE

Resins & Plastics Ltd has reported disclosures as mentioned in this GRI report for the period 1<sup>st</sup> April 2024 to 31st March 2025 in accordance to the GRI Standards – GRI 1 Foundation & GRI 2 General Disclosures 2021.

- GRI CONTENT INDEX

This report is prepared as per GRI Standards. Each GRI disclosure is easily traceable considering alignment of this report. Hence, separate GRI content index is not required.

- As the market leader, we shoulder the colossal responsibility of steering a path of sustainable growth which is amiable for our environment and creates a lasting, constructive social impact for the future. Our Environmental Social Governance (ESG) strategy exudes our cohesive approach towards minimizing our carbon & water footprint. Channeled through resolute business practices, we navigate our steadfast ESG vision to optimize our resources, reduce waste, implement robust environmental policies

- Management of Resins & Plastics Ltd is responsible for the completeness, accuracy and validity of the disclosures referenced or included in the GRI Disclosure report

- Management is also responsible for the collection, quantification and presentation of the information which management believes provide an objective basis for measuring and reporting on the disclosures.

**ESG Report 2025 – In accordance with GRI Standard disclosures**

**Organizational details**

2-1 Legal name **RESINS & PLASTICS LTD**

Nature of Ownership & Legal Structure **Public Limited Company**

2-2 Location of headquarters  
 Plot # A-8, Street # 5, Cross Road-B,  
 Marol Industrial Estate of MIDC,  
 Andheri East, Mumbai-400 093  
 Maharashtra, India

2-1 Countries of operations **INDIA**



**General Disclosures**

2-2 Entities included in the organization's sustainability reporting  
**RESINS & PLASTICS LTD**

2-3 Reporting period, frequency and contact point  
**Reporting Period - 1st April 2024 to 31st March 2025, Frequency – Annual reporting , Contact – ravi.khatri@resplast.com**

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2-4	Restatements of information	No
2-5	External assurance	Not obtained

**Activities & Employees**

2-6	Activities, value chain and other business relationships	<a href="https://www.resplast.com/#/comp-overview/1">https://www.resplast.com/#/comp-overview/1</a>
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2-7	Employees	Director → 3 (Male), 3 (Female), Manager → 12 ( Male ), 1 ( Female ) All → 97 (Male) , 11 (Female),
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2-8	Workers who are not employees	==
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**Governance**

2-9	Governance structure and composition	<p>Board of Directors</p> <ol style="list-style-type: none"> <li>1. Smt. Dipika A Vakil- Chairperson</li> <li>2. Sh. Rupen A Choksi – Managing Director</li> <li>3. Sh. Jalaj A Dani- Director</li> <li>4. Smt. Hemangi N Modi- Independent Director</li> <li>5. Smt. Nina P Kapasi- Independent Director</li> <li>6. Sh. Atul A Bansal- Independent Director</li> </ol>
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2-10	Nomination and selection of the highest governance body	As per the provisions of the Companies Act, 2013
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2-11 Chair of the highest governance body	Smt. Dipika A Vakil	
2-12 Role of the highest governance body in overseeing the management of impacts	The Company management consults with stakeholders to determine and strategize actions on management of impacts. Regular board meetings are done to discuss governance mechanism and further improvement plans	
2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>– The Board delegates responsibility for managing the organization’s impact through ensuring the correct leadership is in place.</li> <li>– They have oversight of sustainability reporting that comprehensively tracks the ESG impact of the Company.</li> <li>– President of the Company presents updates to the Board or its relevant committees at least annually</li> </ul>	

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2-14  
Role of the highest governance body in sustainability reporting

- The Board of Directors pursue a long-term Strategy which is presented in the Foundations for success.
- The Board of Directors is responsible for strategizing corporate ESG strategy.
- The Sustainability Team reports regularly to the Board of Directors on the impacts, risks and opportunities of environmental and social topics.
- Sustainability goals and their attainment are reviewed and approved by the Board of Directors.



2-15  
Conflicts of interest


- Directors & stake holders must always act in the Company’s best interest and avoid any actual, potential, or perceived conflicts of interest.
- A “conflict of interest” can arise when one’s personal interests or relationships, or those of a known family member, interfere with their loyalty to company objectively in Company matters.
- An example of a conflict of interest is when your own personal interests (or those of a known family member) affect your ability to do what’s best for the Company.
- A potential conflict can also exist when interacting with someone with whom you have a close relationship (e.g., someone that could influence, or appear to influence, your decisions).
- Your obligations related to conflicts of interest can be found in the Code, the referenced policies and your loyalty agreement,



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2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>– There were no critical concerns reported in reporting period.</li> </ul>
2-17	Collective knowledge of the highest governance body	<p>Highest governance body has the knowledge of</p> <ul style="list-style-type: none"> <li>– COMPANY Sustainable Development Policy is a blueprint for a harmonious future, intertwining economic vitality, social equity, and environmental guardianship.</li> <li>– Embracing environmental preservation, we commit to reducing emissions, safeguarding biodiversity, and advancing renewable energy. Social inclusivity drives our efforts, ensuring universal access to education, healthcare, and essential services while championing marginalized communities.</li> <li>– Our policy promotes fair economic growth, empowering small enterprises, fostering innovation, and advocating equitable trade practices. Community engagement lies at its core, valuing local insights and aligning diverse policies toward sustainability. With a forward-looking vision, adaptable frameworks, and international collaboration, we pledge to monitor progress, educate, and innovate towards a balanced world where human prosperity thrives in harmony with our precious planet</li> </ul>
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>– Our success is based on the fact that the Board of Directors and Management Board has adopted a long-term perspective on ESG journey.</li> <li>– Sustainability aspects are an integral element of this performance evaluation.</li> <li>– Because these issues are integrated into our business model, performance is evaluated based on review of ESG performance reports.</li> </ul>

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2-19	Remuneration policies	<ul style="list-style-type: none"> <li>– Remuneration is complying with applicable laws and regulations</li> <li>– Performance against personal objectives influences overall performance ratings, which determine remuneration / promotion</li> </ul>	
2-20	Process to determine remuneration	<p>To determine remuneration we ensure &amp; follow :</p> <ul style="list-style-type: none"> <li>– i. whether independent highest governance body members or oversees the process for determining remuneration;</li> <li>– ii. how the views of stakeholders regarding remuneration are sought and taken into consideration</li> <li>– iii. whether remuneration experts are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;</li> </ul>	
2-21	Annual total compensation ratio	<ul style="list-style-type: none"> <li>– Considered as confidential for disclosure</li> </ul>	

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Strategies, Policies and practices

<p>2-22 Statement on sustainable development strategy</p>	<p>Resins &amp; Plastics Limited is committed to upgrade infrastructure and retrofit to make business sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all sustainable action in accordance with their respective capabilities.</p>	
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<p>2-23 Policy commitments</p>	<ul style="list-style-type: none"> <li>– Our ESG commitment includes the responsible use of raw materials and resources and aims to protect climate and environment in accordance with regulations and international standards &amp; best practices.</li> <li>– Our goal is to support the transition to a circular economy and operate as resources efficiently as possible with continuous improvement as a guiding principle</li> <li>– Diversity, equity, and inclusion are important values to us, and we want to provide equal opportunities to all our employees</li> </ul>
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<p>2-24</p>	<p>Embedding policy commitments</p>	<p>The oversight responsibility of the Board and its committees is supported by Company management and the risk management processes These include:</p> <ul style="list-style-type: none"> <li>– Our commitment to winning with integrity is also reflected by strong cross-functional leadership and partnerships between the Ethics and Compliance Team and partners such as Internal Audit, Human Resources, Information Security, Data Privacy, Product Safety, Sourcing, and other teams.</li> <li>– These partnerships permit us to leverage resources to sustain program integrity and functionality.</li> <li>– With clear ownership of compliance risks and related policies, procedures and systems, our sustainability program encourages all of us to participate and play a key role in our culture of integrity</li> </ul>
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2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>– Our compliance policies are designed to ensure that people can confidentially report known or potential violations of our policies.</li> <li>– Team members can report violations directly to Human Resources or the Legal department.</li> <li>– Violations can be reported using contact numbers or email which allow for anonymous reporting.</li> </ul>
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>– A cross-functional committee reviews allegations and oversees any investigations and subsequent corrective or disciplinary actions.</li> <li>– This can include reporting violations related to human rights , Governance and environmental issues</li> </ul>
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>– In reporting period , We have not received any notice from any legal court of law.</li> <li>– No fines were paid during reporting period.</li> </ul>
2-28	Membership associations	<ul style="list-style-type: none"> <li>- INDIA RESINS MANUFACTURERS ASSOCIATION</li> <li>- THE INDIAN PAINT ASSOCIATION</li> <li>- INDIAN SMALL SCALE PAINT ASSOCIATION</li> <li>- CHEMICAL AND ALLIED PRODUCTS EXPORT PROMOTION COUNCIL</li> </ul>



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<p>2-29</p>	<p>Approach to stakeholder engagement</p>	<p>Engagement Strategy: Set vision and level of ambition for future engagement, and review past engagements.</p> <p>Stakeholder Mapping: Define criteria for identifying and prioritizing stakeholders, and select engagement mechanisms.</p> <p>Preparation: Focus on long-term goals to drive the approach, determine logistics for the engagement, and set the rules.</p> <p>Engagement: Conduct the engagement itself, ensuring equitable stakeholder contribution and mitigating tension while remaining focused on priorities.</p> <p>Action Plan: Identify opportunities from feedback and determine actions, revisit goals, and plan next steps for follow-up and future engagement</p> <p>—</p>	
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<p>2-30</p>	<p>Collective bargaining agreements</p>	<p>Not applicable</p>
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**Material Topic**

- 3-1 Process to determine material topics
- Identification — Through a detailed analysis of RESINS & PLASTICS value chain and review of GRI’s definitions and guidelines for materiality, we developed the overarching themes of Governance, Community, Environment and Supply Chain.
  - Surveys – We constructed a comprehensive survey of our identified issues, which included follow-up questions and qualitative response options to allow for in-depth understanding of the reasoning behind survey results. Both internal and external stakeholders were surveyed.
  - Interviews – We selected external stakeholders that represent key partners from our supply chain, valued customers with established relationships and municipal partnerships, as well as nonprofit and industry association contributors. Internally, RESINS & PLASTICS interviewed employees who represent key pillars of our business at a senior level.
  - Additional Input – We incorporated a variety of external media scans and reputation-based data sets to expand and complement our understanding of internal and external stakeholder perspectives



- 3-2 List of material topics
- Environment**
    - Air Pollution, Waste Water Management, Waste Management, Energy consumption, Water Use, GHG Emissions,
  - Social**
    - Occupational health and safety, Diversity – equality – inclusion, Training and skill upgradation, Human rights, supplier capacity building
  - Governance**
    - Governance policies and accountabilities, Information security, Bribery & corruption, Transparency
- 3-3 Management of material topics
- How we manage each material topic is mentioned in respective disclosure sections

**ESG Report 2025 – In accordance with GRI Standard disclosures**

**Climate change and Energy Transition**

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Significant climate change poses multiple risks. Physical risks include damage to infrastructure and operational disruptions due to extreme weather events such as flooding, heavy rains, heatwaves, and water scarcity.</li> <li>– These can affect manufacturing processes, logistics, and the overall continuity of operations.</li> <li>– There are also regulatory risks, as stricter environmental laws, carbon taxes, and sustainability compliance requirements may be introduced, necessitating costly adjustments to infrastructure and processes.</li> </ul>
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>– Not required to disclose in this report considering non significant material topic in relation to current business context</li> </ul>



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201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>– We are governed with Environmental regulations. New regulations are continuously being proposed to address environmental concerns and the regulatory landscape can change quickly.</li> <li>– To comply, we may need to substantially modify production process &amp; facilities. Additionally, climate-oriented regulations and initiatives may increase the cost of product by more and dampen our financial margins.</li> <li>– Climate change can lead to increased extreme weather events such as storms or floods that can disrupt production or raw material supplies while extended droughts can affect our access to water and other raw materials for our operations.</li> <li>– This may increase our costs and delay our production.</li> </ul>
201-3	Defined benefit plan obligations and other retirement plans	– Not required to disclose in this report considering non significant material topic in relation to current business context
201-4	Financial assistance received from government	Not Received

GRI 202 – Market presence 2016

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3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We employ a variety of governance systems and processes to manage different aspects of sustainability across our business, as summarized throughout this report</li> <li>– Sustainability team reviews and advises on the Company’s pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers’ experiences, and lead to a better world.</li> <li>– The team is responsible for assessing the Company’s progress on, product safety, environmental, and social issues, as well as the degree to which sustainability principles have been integrated into various skill teams.</li> </ul>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	– ==
202-2	Proportion of senior management hired from the local community	– 100 %



**ESG Report 2025** – In accordance with GRI Standard disclosures

203-1 Infrastructure investments and services supported

Human Capital		
Employees	Customers	Suppliers
108 #	300 #	600 #

Investment
<ol style="list-style-type: none"> <li>1) Installation of Effluent Treatment Plant – 32.36 Lakhs</li> <li>2) Maintaining water treatment – 15.53 Lakhs</li> <li>3) EHS Trainings – 1.01 Lakh</li> </ol>



**ESG Report 2025 – In accordance with GRI Standard disclosures**

203-2 Significant indirect economic impacts

New customers developed	New countries penetrated	New products developed
4	3	5

**GRI 204 – Procurement Practices 2016**

3-3 Management of material topics

- We employ a variety of governance systems and processes to manage different aspects of sustainability across our business, as summarized throughout this report
- Sustainability team reviews and advises on the Company’s pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers’ experiences, and lead to a better world.
- The team is responsible for assessing the Company’s progress on, product safety, environmental, and social issues, as well as the degree to which sustainability principles have been integrated into various skill teams.

204-1 Proportion of spending on local suppliers

- Supporting and developing a diverse supply chain contributes to strong and sustainable businesses.
- Through our advocacy and relationship building efforts internally and externally, we are making a positive impact on our bottom line and within the communities where our suppliers operate
- 80 % of Material / Service is being purchased from Local suppliers

**ESG Report 2025 – In accordance with GRI Standard disclosures**

**GRI 205 – Anti corruption 2016**

- |       |   |  |
|-------|---|--|
| 3-3   | Management of material topics                       | <ul style="list-style-type: none"> <li>– Our Compliance and Ethics Program’s scope includes compliance with all external laws and regulations as well as internal policies and procedures.</li> <li>– It acts as a hub and closely collaborates with the other company compliance programs.</li> <li>– The program is responsible for corruption free culture, Code of Conduct and related training and communications, , investigating select compliance and ethics matters, compliance and ethics risk assessments, and our culture of compliance and ethics.</li> </ul> |
| 205-1 | Operations assessed for risks related to corruption | <ul style="list-style-type: none"> <li>– We assess 100% of our operations for risks related to corruption.</li> <li>– We consider operations that require contact with government officials to pose the most significant risk of corruption through bribery (obtaining necessary permits, handling cross-border logistics etc.).</li> </ul>  |



- |       |  |   |
|-------|--|---|
| 205-2 | Communication and training about anti-corruption policies and procedures | <ul style="list-style-type: none"> <li>– Employee receives ethics training and communications.</li> <li>– These are aligned with our Code of Conduct to provide employees with the information and resources they need to demonstrate our commitments and values, as well as information on anti corruption process.</li> </ul> |
| 205-3 | Confirmed incidents of corruption and actions taken                      | <ul style="list-style-type: none"> <li>– No incident is found during reporting period</li> </ul>  |

**ESG Report 2025 – In accordance with GRI Standard disclosures**

**GRI 300 – Environmental Standard Series**

**GRI 301 – Materials 2016**

3-3 Management of Material topic

**Waste Management**

Process waste, ETP Sludge, Residue, Empty Barrel & Container. All these wastes are disposed as per applicable regulatory norms & to support circular economy.

**Air Quality**

Gases produced in company’s manufacturing processes are treated in accordance with internal standard procedures before being discharged.

**Water Use**

Our water strategy aims to optimize water consumption and focus on reuse / reprocess / recycle water to support freshwater availability in local communities

**Energy**

In response to the global challenges posed by climate change, company is making strides towards actively managing climate-related risks and opportunities to strengthen operational resilience.



301-1	Materials used by weight or volume	–	We monitor materials used in manufacturing.
301-2	Recycled input materials used	–	==
301-3	Reclaimed products and their packaging materials	–	==

GRI 302 – Energy 2016

3-3	Management of material topic	<ul style="list-style-type: none"> <li>– Changed fuel mix to PNG</li> <li>– Reduced Batch cycle time for reduction of energy consumption</li> <li>– Planned for installing Solar panels</li> </ul>
302-1	Energy consumption within the organization	<div style="border: 1px solid black; border-radius: 10px; background-color: #f8d7da; padding: 5px; text-align: center;"> <p><b>Energy</b></p> <p><b>1908655 kwh</b></p> </div>
302-2	Energy consumption outside of the organization	Not required to disclose in this report considering non significant material topic in relation to current business context
302-3	Energy intensity	<div style="border: 1px solid black; border-radius: 10px; background-color: #f8d7da; padding: 5px; text-align: center;"> <p><b>Energy</b></p> <p><b>105 kwh / MT Production</b></p> </div>



ESG Report 2025 – In accordance with GRI Standard disclosures

302-4 Reduction of energy consumption

- Conducted Energy Audit to evaluate improvement opportunities for electricity saving: Conversion of Thermopack fuel from Furnace Oil to PNG (125 to 250 L/hr equivalent) to eliminate SO<sub>2</sub> and PM emissions and improve overall environmental performance
- Planned installation of Solar Energy.
- Replaced 25 KW pumps with higher efficiency 18 KW pumps.

302-5 Reductions in energy requirements of products and services

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**ESG Report 2025 – In accordance with GRI Standard disclosures**
**GRI 303 – Water and Effluents 2018**

3-3	Management of Material topics	<ul style="list-style-type: none"> <li>– We shall not engage in unlawful eviction or taking of land, forests and waters securing the livelihood of human beings.</li> <li>– Reduce water consumption and recycle reprocess waste Water to support availability of fresh drinking water for communities</li> </ul>
303-1	Interactions with water as a shared resource	– The source of water is shared source.
303-2	Management of water discharge-related impacts	We have replaced several regular water taps with spray-type taps, reducing water usage by approximately 50% and contributing significantly to overall water savings.
303-3	Water withdrawal	==
303-4	Water discharge	==
303-5	Water consumption	<b>Total water consumed in organization is 24198 M3</b>

**GRI 305 – Emissions 2016**

3-3	Management of material topic	– Managing emissions in the chemical industry is crucial for environmental sustainability and requires a multi-faceted approach, including reducing reliance on fossil fuels, enhancing energy efficiency, and adopting circular economy principles.
305-1	Direct (Scope 1) GHG emissions	<b>2094 tCO<sub>2</sub>e</b>
305-2	Energy indirect (Scope 2) GHG emissions	<b>1363 tCO<sub>2</sub>e</b>
305-3	Other indirect (Scope 3) GHG emissions	<b>41.56 tCO<sub>2</sub>e</b>
305-4	GHG emissions intensity	<b>0.19 tCO<sub>2</sub>e / MT Production</b>
305-5	Reduction of GHG emissions	Not applicable as this is first report as per GRI standard. We will report comparative study since next GRI disclosure report.
305-6	Emissions of ozone-depleting substances (ODS)	Not detected during monitoring

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305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

**PM 10 – 38.49 Microgram/M3**

**SO2 – 28.51 Microgram/M3**

**NO2 - 24.45 Microgram/M3**

**GRI 306 – Waste 2020**

3-3 Management of material topics

- We are committed to driving human progress with a company culture that strives for business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there.
- During Research & development as well manufacturing , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life.

306-1 Waste generation and significant waste-related impacts

- Reducing waste has a dual benefit. Not only does it reduce our impact on the planet, but it also optimizes efficiency in our resource-intensive industry.
- By reducing or recycling generated waste, we can avoid the landfill, reduce GHG emissions, and generate an additional supply of valuable resources

306-2 Management of significant waste-related impacts

- Hazardous waste generated – Process Waste, ETP Sludge, Residue, Empty Barrel / Container,
- All Hazardous waste is disposed to Government authorised waste disposal agency to avoid any significant impact on Environment

306-3

**Waste generated**

**Hazardous waste – 178.8 MT**  
**Non hazardous waste – 25.1 MT**

306-4 Waste diverted from disposal

– 172.1 MT

306-5 Waste directed to disposal

– 31.8 MT

**GRI 308 – Supplier Environmental Assessment 2016**

3-3 Management of material topics

- Supply chain transparency and human rights protection go hand in hand.
- When potential supplier issues are identified anywhere in our supply chain, we initiate an investigation.
- If confirmed, we then work with our supplier to cascade our requirements and confirm compliance with our Supplier Code.

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308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>– We are currently developing internal systems to conduct these investigations proactively with suppliers in our highest risk categories</li> <li>– Our suppliers are screened through CSR assessments that includes Environmental criteria like Energy use, Waste Management, Water use, Waste water management, Emissions, Trainings to employees.</li> <li>– Our Admin team does assessment and educate suppliers for further improvement.</li> <li>– We have completed assessment of 3 new suppliers in reporting period</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>– We assess our suppliers based on Environment parameters also apart from Quality, Delivery and price.</li> <li>– Our none of supplier is discontinued due to negative environmental impact during reporting period</li> </ul>

**GRI 400 – Social Standard Series**

**GRI 401: Employment 2016**

3-3	Management of Material topics	<ul style="list-style-type: none"> <li>– We aspire to ensure that everything we do – or that others do for us – is consistent with local law and our own commitment to human rights.</li> <li>– In situations where non-compliance is confirmed, we provide remedy as quickly as possible.</li> <li>– We require our suppliers and expect our business partners to adopt and enforce similar policies</li> </ul>
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401-1	New employee hires and employee turnover	<b>New Employee Joined</b> <b>21 #</b>	<b>Employee Attrition</b> <b>18 %</b>
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>– We offers comprehensive benefit packages that are competitive where we do business.</li> <li>– The packages may include medical plans, life and accident insurance and paid leaves.</li> </ul>
401-3	Parental leave	<ul style="list-style-type: none"> <li>– Parental leave includes maternity and paternity leaves.</li> <li>– These leaves are provided as per applicable local / national laws.</li> </ul>

**ESG Report 2025 – In accordance with GRI Standard disclosures**

**GRI 402: Labor/Management Relations 2016**

<p>3-3 402-1</p>	<p>Management of Material Topics Minimum notice periods regarding operational changes</p>	<ul style="list-style-type: none"> <li>– We recognize Freedom of association and collective bargaining right of our workers accordance with applicable regulations.</li> <li>– We are complying with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes.</li> </ul> <p>Communication of such changes generally occurs as part of the ongoing engagement between the company and employee through appointment letters.</p>
<p>403-1</p>	<p>Occupational health and safety management system</p>	<ul style="list-style-type: none"> <li>– Occupational health, safety, and wellbeing pertains to providing and maintaining a work environment that meets or exceeds applicable legal standards for occupational health and safety for employees across the value chain.</li> <li>– It includes the physical security, mental health and wellbeing of employees</li> <li>– The health, safety and wellbeing of our people is paramount.</li> </ul>
<p>403-2</p>	<p>Hazard identification, risk assessment, and incident investigation</p>	<ul style="list-style-type: none"> <li>– Our internal hazard identification, risk assessment and incident investigation processes are required when working on-site.</li> <li>– The company works with internal documents that detail the health and safety requirements that must be followed by all personnel when on-site at our facility.</li> <li>– We have prepared Hazard identification and risk assessment documents and relevant controls.</li> </ul>
<p>403-3</p>	<p>Occupational health services</p>	<ul style="list-style-type: none"> <li>– Postings throughout the plant that employees must report a work-related injury or illness to the Safety Officer.</li> <li>– Employees will be given first aid treatment.</li> <li>– Based on injury identified, Admin Officer may direct employee to the proper facility for medical treatment.</li> </ul>
<p>403-4</p>	<p>Employee participation, consultation, and communication on occupational health and safety</p>	<ul style="list-style-type: none"> <li>– Our facility has safety committees that guide the development and implementation of safety programs in their operations.</li> <li>– Any change in current health and safety management system are communicated to employees through regular trainings.</li> </ul>



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403-5 Employee training on occupational health and safety

- Health and safety training is determined based on employee work activity and legal requirements
- Trainings are provided through internal/external resources.
- When external health and safety training is required, courses are identified and reviewed by the respective departmental lead.
- Periodic trainings on health and safety including emergency drills are conducted on regular basis as refresher.
- 24 Programs conducted on health & safety covering work permit, Fire protection, first Aid, LOTO, Onsite Emergency & Chemical safety.



403-6 Promotion of employee health


- Employee health awareness programs are conducted.
- Regular health check up campaigns are in place.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

- Our Occupational health and safety management system ( OHSMS ) ensures the work environment within our facilities is safe for our employees and meets or exceeds all regulatory and Company requirements.
- We have robust incident reporting and management system which enables us to quickly notify areas of a significant event, provides a forum to communicate and provide guidance on Corrective Actions.
- We have a strong health and safety training program for our employees.



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403-8	Employees covered by an occupational health and safety management system	100 % employees are covered	
403-9	Work-related injuries	No such injuries are identified where an employee is referred to hospital.	
403-10	Work-related ill health	During periodic medical check up, no illness is identified due to occupational health and safety issue	
<b>GRI 404: Training and Education 2016</b>			
3-3	Management of material topic	<p>– Our learning strategy is designed to prepare our organization for today and the future and focuses on following key actions:</p> <ul style="list-style-type: none"> <li>• Socialize learning, enabling every employee to be a learner and a teacher</li> <li>• Modernize our learning approaches, to reinforce lifelong learning, and enable people to learn anytime and anywhere</li> <li>• Introduce tools that know when to nudge learners, track progress, and acknowledge their achievements</li> </ul>	
404-1	Average hours of training per year per employee	24.57 training Hours per employee / year	
404-2	Programs for upgrading employee skills and transition assistance programs	We offer a full calendar of functional/technical, leadership and professional development training opportunities. We may provide reemployment assistance for salaried employees who exit on some types of separation programs.	
404-3	Percentage of employees receiving regular performance and career development reviews	100 %	

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topics We want people to thrive. That’s why we are dedicated to creating a culture of inclusion where our team members have the sense that they are valued, respected, and can bring their true selves to work – a culture that empowers our people to transform our business.

**Diversity of governance bodies and employees**

405-1

**Board of Directors**  
3 Male, 3 Female

**Senior Manager**  
12 Male, 1 Female



405-2

Ratio of basic salary and remuneration of women to men This information is considered as confidential

**ESG Report 2025 – In accordance with GRI Standard disclosures**
**GRI 406: Non-discrimination 2016**

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Harassment means conduct of a harassing nature, whether in the workplace or off-site, which has the effect of interfering with someone’s work performance or which creates an intimidating, hostile, or offensive working environment.</li> <li>– What is acceptable, amusing, or inoffensive to some may be unwelcome, abusive, or offensive to others.</li> <li>– We do not tolerate any forms of violence, torture, or cruel, inhumane, or degrading treatment.</li> <li>– Beyond our immediate workplace, We condemns violence, hate speech, hate crimes, harassment, and discrimination which may affect our employees and partners outside of their work environment and the communities where we live, work, and serve.</li> </ul>
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406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination is found during reporting period
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**GRI 407: Freedom of Association and Collective Bargaining 2016**

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We are committed to respecting human rights everywhere we operate and throughout our entire value chain.</li> <li>– We aspire to ensure that everything we do – or that others do for us – is consistent with local law and our own commitment to human rights per our policy.</li> <li>– We require our suppliers and expect our business partners to adopt and enforce similar policies.</li> </ul>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>– We are granting freedom of association in accordance of local / national law.</li> <li>– We have not encountered any incident / issue related to this material topic yet.</li> </ul>

**GRI 408: Child Labor 2016**

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Child labor relates to the prohibition of employment of individuals who are under the minimum working age of 15 or the legal limit.</li> <li>– Young people admitted to work must have working conditions appropriate to their age and be protected against economic exploitation.</li> <li>– Any work likely to harm their safety, health, physical, mental, moral or social development, or to interfere with their education will be restricted.</li> </ul>
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**ESG Report 2025 – In accordance with GRI Standard disclosures**

408-1	Operations and suppliers at significant risk for incidents of child labor	No incident of child labor is found during reporting period
GRI 409: Forced or compulsory Labor 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Forced or compulsory labor refers to all work or service by an individual in which they are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, or threats of denunciation to immigration authorities.</li> <li>– It includes a commitment to ethical recruitment, which is the process of engaging employees fairly, transparently, and based on merit, recognizing that unethical recruitment often leads to forced labor.</li> </ul>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have not come across any incident / issue related to this material topic during reporting period.
RI 410: Security Personnel rights 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We are committed to respecting human rights everywhere we operate and throughout our entire value chain.</li> <li>– We aspire to ensure that everything we do – or that others do for us – is consistent with local law and our own commitment to human rights per our policy.</li> <li>– In situations where non-compliance is confirmed, we provide remedy as quickly as possible.</li> <li>– We require our suppliers and expect our business partners to adopt and enforce similar policies.</li> </ul>
410-1	Security personnel trained in human rights policies or procedures	All security personnel are trained in human right policies or procedures as they are regular employees
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	We have not encountered any incident / issue related to this material topic.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>– As per applicable law, we invest in partnerships and programs across three impact areas: essential services, education for the future of work, and entrepreneurship.</li> <li>– Programming is designed to ensure people have equitable opportunities to progress and move forward.</li> </ul>
413-2	Operations with significant actual and potential negative impacts on local communities	We have not encountered any incident / issue related to this material topic during reporting period

**ESG Report 2025 – In accordance with GRI Standard disclosures**
**GRI 414: Supplier Social Assessment 2016**

3-3	Management of material topic	<ul style="list-style-type: none"> <li>– We have integrated supplier CSR assessment into supplier sourcing decisions that includes supplier social assessment.</li> <li>– Following practices are incorporated               <ul style="list-style-type: none"> <li>• Acceptance of Supplier Code of Conduct</li> <li>• Supplier Audits on Sustainability</li> <li>• Supplier Assessment on Sustainability</li> </ul> </li> </ul>
414-1	New suppliers that were screened using social criteria	100 % new suppliers are screened with social criteria

414-2	Negative social impacts in the supply chain and actions taken	We have not encountered any incident / issue related to this material topic.
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**GRI 415: Public Policy 2016**

415-1	Political contributions	We do not make corporate contributions to political candidates or political organizations. Company resources are not used for the purpose of electing candidates to public office.
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**GRI 416: Customer Health and Safety 2016**

3-3	Management of material topics	Safety instructions and Safety warning signs are provided with the product.
416-1	Assessment of the health and safety impacts of product and service categories	No customer health and safety related incidents are reported during disclosure period

**ESG Report 2025 – In accordance with GRI Standard disclosures**

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We have not come across any incident / issue related to this material topic during reporting period.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	
417-2	Incidents of non-compliance concerning product and service information and labeling	Marking and Labelling is followed as per applicable legal requirements and Product certifications obtained
417-3	Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not come across any incident / issue related to this material topic during reporting period.

**ESG Report 2025 – In accordance with GRI Standard disclosures**
**Annexure : Key performance indicator Report for period of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025**

Sr No	Domain	Key Performance Indicator	Results For Financial Year 24-25
1.	Sustainable procurement	Coverage of suppliers signed code of conduct	100 %
2.	Sustainable procurement	Coverage of suppliers in signing sustainability terms & conditions under their contracts	100 %
3.	Sustainable procurement	Coverage of purchase team training on sustainable procurement	100 %
4.	Sustainable procurement	Coverage of suppliers in corrective action and capacity building	4 suppliers covered
5.	Health & Safety	Health and safety incidents	0 incidents
6.	Labor relations / Social dialogue / worker voice	Coverage of workers under workers committee	100 %
7.	Child Labor	Incidents of Child Labor	0 incidents
8.	Forced Labor	Incidents of Forced Labor	0 incidents
9.	Discrimination	Incidents of Discrimination	0 incidents

**ESG Report 2025 – In accordance with GRI Standard disclosures**
**Annexure : Key performance indicator Report for period of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025**

Sr No	Domain	Key Performance Indicator	Results For Financial Year 24-25
10.	Harassment	Incidents of Harassment	0 incidents
11.	Working Conditions	Coverage of Employees in Employee satisfaction survey	100 %
12.	Working Conditions	Coverage of employees under health Insurance	100 %
13.	Working Conditions	Percentage of direct employees covered by a living wage benchmarking analysis	100 %
14.	Employee Career Management	Coverage of employees in Skill Development Trainings	100 %
15.	Employee Career Management	Average training hours per employee per year	24.57 hours / year
16.	Employee Career Management	Coverage of employees under annual appraisals	100 %
17.	Diversity & Inclusion	Participation of women in whole organization	18.84 %

**ESG Report 2025 – In accordance with GRI Standard disclosures**
**Annexure : Key performance indicator Report for period of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025**

Sr No	Domain	Key Performance Indicator	Results For Financial Year 24-25
18.	Anti Bribery & Corruption	Corruption & Bribery Incidents	0 incidents
19.	Money Laundering	Money laundering incidents	0 incidents
20.	Conflict of interest	Incidents related to conflict of interest	0 incidents
21.	Fraud	Incidents related to fraud	0 incidents
22.	Information Security	Information security incidents	0 incidents
23.	Whistle blower	Whistle blower incidents	0 incidents
24.	Air pollution	Air pollutant levels	PM 10 – 38.49 microgm/m3, SO2 – 28.5 microgm/m3 , NO2 – 24.4 microgm/m3