

AMI Organics Limited

ESG KPI

(up to FY 2030-31)

Ami Organics 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 Period FY 2022-23, a materiality assessment was conducted based on Global Reporting Initiative (GRI) Principles to identify key sustainability priorities. Based on this assessment, the ESG KPI Roadmap is prepared, monitored and reported **“in Accordance to the Global Reporting Initiative (GRI) Universal Standard 2021”**, ensuring a structured and transparent approach to measuring and reporting sustainability performance.

Environmental (E)

- Emissions
- Energy
- Water
- Air pollution
- Bio Diversity
- Waste
- Product LCA
- Product Use
- Certifications

Social (S)

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

Governance (G)

- Board Diversity
- Ethical Practices
- Value chain
- Certifications

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in every quarter and provide the update to ESG Committee.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in every quarter and provide the update to ESG Committee.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in every quarter and provide the update to ESG Committee.

It is the duty of the Chief Sustainability Officer to track and update the Sustainable Procurement KPIs once in every quarter and provide the update to Board of Directors.

EVALUATION PERIOD

The Key Performance Indicators (KPIs) outlined in this document will undergo regular evaluations to ensure alignment with our strategic objectives and operational efficiency. These assessments will be conducted on a monthly and quarterly basis, enabling timely adjustments and reinforcing our commitment to achieving established goals.

Progress toward the KPIs will be systematically monitored, with status updates provided accordingly. This structured evaluation process offers a comprehensive view of our advancements while highlighting areas that require attention or improvement.

Our review cycle is aligned with the annual target completion deadlines of March 31, 2025, and March 31, 2031, serving as key milestones for evaluating yearly performance and strategic progress. This approach facilitates a thorough assessment of achievements against predefined objectives, ensuring sustained growth and long-term success.

SCOPE

The data, information, and KPIs highlighted in this document apply to 100% of the locations of Ami Organics Limited:

Sr. No.	Unit Name	Address
1	Registered office	Plot No. 440/4, 5 & 6, Road No. 82/A, GIDC Sachin, Surat Gujarat 394230 India
2	Factory Unit 1	Plot No. 440/4, 5, 6 & 8206/B, Road No. 82/A, GIDC Sachin, Surat 394230, Gujarat, India
3	Factory Unit 2	Plot No. 127/1, Industrial Estate, GIDC, Ankleshwar-393002, Gujarat, India
4	Factory Unit 3	Plot No. 910/1/B, GIDC, Jhagadia- 393110, Bharuch, Gujarat, India
5	Research & Development Unit	Plot No. C1B-469 Road No. 82-C GIDC Sachin, Surat, 394230 Gujarat

6	Warehouse I	Plot No. 478, 479 & 494, 495 Road No. 82-C GIDC, Sachin, Surat, 394230 Gujarat
7	Warehouse II (For Future Expansion)	Plot No. 5538, Road No. 8 GIDC Sachin, Surat-394230, Gujarat

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 make a tangible, positive impact on both the planet and our communities.



1.GRI Standard 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 Standard Table for Social KPIs

GRI Standard	Indicator	Description
GRI 401: Employment	401-1, 401-2, 401-3	Tracks employee attrition, benefits for full-time employees, and parental leave policies.
GRI 402: Labor/Management Relations	402-1	Evaluates minimum notice periods for operational changes.

GRI 403: Occupational Health & Safety	403-1, 403-2, 403-3, 403-5, 403-9	Covers health & safety management, risk assessments, work-related injuries, training, and lost time incidents.
GRI 404: Training & Education	404-1, 404-2, 404-3	Measures employee training hours, skill development programs, and performance reviews.
GRI 405: Diversity & Equal Opportunity	405-1, 405-2	Assesses workforce diversity, gender balance, and gender pay gap.
GRI 406: Non-Discrimination	406-1	Tracks incidents of discrimination and corrective actions taken.
GRI 407: Freedom of Association	407-1	Evaluates risks to collective bargaining and freedom of association.
GRI 408: Child Labor	408-1	Identifies risks of child labor in operations and supply chains.
GRI 409: Forced or Compulsory Labor	409-1	Tracks risks of forced labor and human trafficking incidents.
GRI 410: Security Practices	410-1	Measures security personnel trained in human rights policies.
GRI 411: Rights of Indigenous Peoples	411-1	Monitors incidents involving violations of Indigenous peoples' rights.
GRI 412: Human Rights Assessment	412-1, 412-2	Assesses human rights impact and employee training.
GRI 413: Local Communities	413-1	Evaluates local community engagement and social initiatives.

GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks supplier screening for social criteria and corrective actions.
GRI 415: Public Policy	415-1	Monitors political contributions.
GRI 418: Customer Privacy	418-1	Tracks complaints related to data privacy and security.
GRI 419: Socioeconomic Compliance	419-1	Evaluates compliance with social and economic regulations.

3.GRI Standard Table for Governance KPIs


GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Evaluates operations assessed for corruption risks, training on anti-corruption, and confirmed incidents of corruption.
GRI 206: Anti-Competitive Behavior	206-1	Tracks legal actions for anti-competitive behavior, anti-trust, and monopoly practices.
GRI 207: Tax	207-1, 207-2	Assesses tax governance, control, and risk management.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Screens new suppliers using environmental criteria and tracks negative environmental impacts in the supply chain.
GRI 412: Human Rights Assessment	412-1, 412-2, 412-3	Covers human rights impact assessments, employee training, and inclusion of human rights clauses in contracts.
GRI 416: Customer Health & Safety	416-1, 416-2	Assesses health & safety impacts of products and tracks compliance violations.

GRI 417: Marketing & Labeling	417-2	Monitors incidents of non-compliance with product labeling regulations.
GRI 418: Customer Privacy	418-1	Tracks complaints related to data privacy and security breaches.
GRI 419: Socioeconomic Compliance	419-1	Evaluates non-compliance with social and economic regulations.

GREEN HOUSE GAS PROTOCOL

Our company adheres strictly to the principles and guidelines of the Greenhouse Gas (GHG) Protocol in tracking and reporting emissions. This comprehensive framework enables us to accurately measure and manage emissions across all scopes, supporting effective reduction initiatives and sustainability strategies. By adopting the GHG Protocol, we enhance our environmental responsibility while ensuring our emissions data remains transparent, verifiable, and aligned with global climate action efforts.



Environmental						
ESG Area	FY 2021-22 Baseline	FY 2022-23 Performance	FY 2023-24 Performance	FY 2024-25 Target	FY 2030-31 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq) 12,765	Scope 1 GHG (tCO ₂ eq) (Actual) 23,367	Scope 1 GHG (tCO ₂ eq) (Actual) 37,054	Scope 1 GHG (tCO ₂ eq) (Actual) Finalization under Process and will be publish in BRSR report.	Scope 1 GHG (tCO ₂ eq) Target 25% Reduction (Target) 9,574/	<div>13 CLIMATE ACTION</div> 
	Scope 2 GHG (tCO ₂ eq) 8,954.66	Scope 2 GHG (tCO ₂ eq) (Actual) 11,417.18	Scope 2 GHG (tCO ₂ eq) (Actual) 12,753	Scope 2 GHG (tCO ₂ eq) (Actual) Finalization under Process and will be publish in BRSR report.	Scope 2 GHG (tCO ₂ eq) Target 25% Reduction (Target) 6,716/	
	Scope 3 GHG (tCO ₂ eq) 11,252.02	Scope 3 GHG (tCO ₂ eq) (Actual) 8,329.65	Scope 3 GHG (tCO ₂ eq) (Actual) 14,498	Scope 3 GHG (tCO ₂ eq) (Actual) Finalization under Process and will be publish in BRSR report.	Scope 3 GHG (tCO ₂ eq) Target 25% Reduction (Target) 8,439/	
	Scope 3 Downstream GHG Emission (tCO ₂ eq) 2810	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 1071	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 1407	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) Finalization under Process and will be publish in BRSR report.	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Target) 2107 /	
	Scope 3 Upstream GHG Emission (tCO ₂ eq) 1611	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 1060	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 2837	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) Finalization under Process and will be publish in BRSR report.	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 1208/	

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	GHG Emission Intensity (Scope 1 + Scope 2) (MtCO ₂ eq / Physical output) 7.861	GHG Emission Intensity (Scope 1 + Scope 2) (MtCO ₂ eq / Physical output) (Actual) 7.365	GHG Emission Intensity (Scope 1 + Scope 2) (MtCO ₂ eq / Physical output) (Actual) 7.027	GHG Emission Intensity (Scope 1 + Scope 2) (MtCO ₂ eq / Physical output) (Actual) Finalization under Process and will be publish in BRSR report.	GHG Emission Intensity (Scope 1 + Scope 2) (MtCO ₂ eq / Physical output) (Target) 7.07/	
	% of employees Trained on GHG Management 68%	% of employees Trained on GHG Management 75%	% of employees Trained on GHG Management (Actual) 80%	% of employees Trained on GHG Management (Actual) Finalization under Process and will be publish in BRSR report.	% of employees Trained on GHG Management (Target) 90%/	
ISO 14001	ISO 14001 – Environmental Management System at all sites 02	ISO 14001 – Environmental Management System at all sites (Actual) 02	ISO 14001 – Environmental Management System at all sites (Actual) 02	ISO 14001 – Environmental Management System at all sites (Actual) 02	ISO 14001 – Environmental Management System at all sites (Target) 02/	
Environment al Complaints	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints --	
Energy	Total Energy consumed from electricity (in GJ) 33,457.09	Total Energy consumed from electricity (in GJ) (Actual) 41,056.35	Total Energy consumed from electricity (in GJ) (Actual) 51,564.6	Total Energy consumed from electricity (in GJ) (Actual) Finalization under Process and will be publish in BRSR report.	Total Energy consumed from electricity (in GJ) (Target) 25,092.82/	
	Total Energy consumed from Fuels (in GJ) 24162.35	Total Energy consumed from Fuels (in GJ) (Actual) 50097.64	Total Energy consumed from Fuels (in GJ) (Actual) 240063.07	Total Energy consumed from Fuels (in GJ) (Actual) Finalization under Process and will be publish in BRSR report.	Total Energy consumed from Fuels (in GJ) (Target) 18,121.76 /	

Total Energy consumed from other source (in GJ)	Total Energy consumed from other source (in GJ) (Actual)	Total Energy consumed from other source (in GJ) (Actual)	Total Energy consumed from other source (in GJ) (Actual)	Total Energy consumed from other source (in GJ) (Target)
69741.73	94621.64	48672.30	Finalization under Process and will be publish in BRSR report.	52,306.29 /
Total Renewable Energy consumed (in Joules)	Total Renewable Energy consumed (in Joules)	Total Renewable Energy consumed (in Joules)	Total Renewable Energy consumed (in Joules)	Total Renewable Energy consumed (in Joules) (Target)
0	0	0	Finalization under Process and will be publish in BRSR report.	1000 /
Total Energy consumed (in GJ)	Total Energy consumed (in GJ) (Actual)	Total Energy consumed (in GJ) (Actual)	Total Energy consumed (in GJ) (Actual)	Total Energy consumed (in GJ) (Target)
127361.17	185775.63	340299.97	Finalization under Process and will be publish in BRSR report.	89512 /
Energy Intensity (GJ/Revenue)	Energy Intensity (GJ/Revenue) (Actual)	Energy Intensity (GJ/Revenue) (Actual)	Energy Intensity (GJ/Revenue) (Actual)	Energy Intensity (GJ/Revenue) 25% Reduction (Target)
0.00002448	0.00003012	0.00004949	Finalization under Process and will be publish in BRSR report.	0.0000183/
Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Target / Actual)
NIL	NIL	NIL	Finalization under Process and will be publish in BRSR report.	10%/
% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency (Actual)	% of employees Trained on Energy Efficiency (Actual)	% of employees Trained on Energy Efficiency (Target)
100%	100%	100%	Finalization under Process and will be publish in BRSR report.	100%/



Water


Total Water consumption from surface water (in Kilo Litres)	Total Water consumption from surface water (in Kilo Litres) (Actual)	Total Water consumption from surface water (in Kilo Litres) (Actual)	Total Water consumption from surface water (in Kilo Litres) (Actual)	Total Water consumption from surface water (in Kilo Litres) (Actual)	Total Water consumption from surface water (in Kilo Litres) (target)
79719	96617.46	122669	122669	Finalization under Process and will be publish in BRSR report.	59,789.25 /
Total Water consumption from Ground water (in Kilo Litres)	Total Water consumption from Ground water (in Kilo Litres) (Actual)	Total Water consumption from Ground water (in Kilo Litres) (Actual)	Total Water consumption from Ground water (in Kilo Litres) (Actual)	Total Water consumption from Ground water (in Kilo Litres) (Actual)	Total Water consumption from Ground water (in Kilo Litres)
0	0	0	0	Finalization under Process and will be publish in BRSR report.	--
Total Water consumption from Third Party water (in Kilo Litres)	Total Water consumption from Third Party water (in Kilo Litres) (Actual)	Total Water consumption from Third Party water (in Kilo Litres) (Actual)	Total Water consumption from Third Party water (in Kilo Litres) (Actual)	Total Water consumption from Third Party water (in Kilo Litres) (Actual)	Total Water consumption from Third Party water (in Kilo Litres)
0	0	0	0	Finalization under Process and will be publish in BRSR report.	--
Total Water consumption from Seawater / desalinated water (in Kilo Litres)	Total Water consumption from Seawater / desalinated water (in Kilo Litres) (Actual)	Total Water consumption from Seawater / desalinated water (in Kilo Litres) (Actual)	Total Water consumption from Seawater / desalinated water (in Kilo Litres) (Actual)	Total Water consumption from Seawater / desalinated water (in Kilo Litres) (Actual)	Total Water consumption from Seawater / desalinated water (in Kilo Litres) (Target)
0	0	0	0	Finalization under Process and will be publish in BRSR report.	--
Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)(Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Target)
0	0	0	0	Finalization under Process and will be publish in BRSR report.	100 /
Total Water consumption from Other Sources (in Kilo Litres)	Total Water consumption from Other Sources (in Kilo Litres) (Actual)	Total Water consumption from Other Sources (in Kilo Litres) (Actual)	Total Water consumption from Other Sources (in Kilo Litres) (Actual)	Total Water consumption from Other Sources (in Kilo Litres) (Actual)	Total Water consumption from Other Sources (in Kilo Litres) (Target)




	9866	7510.97	7017	Finalization under Process and will be publish in BRSR report.	7400 /	
	Total Water consumption (in Kilo Litres)	Total Water consumption (in Kilo Litres) (Actual)	Total Water consumption (in Kilo Litres) (Actual)	Total Water consumption (in Kilo Litres) (Actual)	Total Water consumption (in Kilo Litres) (Target)	
	89,585	1,04,128.43	1,29,686	Finalization under Process and will be publish in BRSR report.	67,188.75/	
	Water Intensity (Water consumed / Revenue from Operation)	Water Intensity (Water consumed / Revenue from Operation) (Actual)	Water Intensity (Water consumed / Revenue from Operation) (Actual)	Water Intensity (Water consumed / Revenue from Operation) (Actual)	Water Intensity (Water consumed / Revenue from Operation) (Target)	
	0.000016752	0.0000168838	0.0000188611	Finalization under Process and will be publish in BRSR report.	0.0000126/	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Actual / Limit)	
	30	27 / <30	24 / <30	Finalization under Process and will be publish in BRSR report.	-- <30	
	Pollutants present in waste water Chlorine Residual (RFCI) (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chlorine Residual (RFCI) (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chlorine Residual (RFCI) (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chlorine Residual (RFCI) (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chlorine Residual (RFCI) (milligram / Litre) (Actual / Limit)	
	BDL / 0.2	BDL / 0.2	BDL / 0.2	Finalization under Process and will be publish in BRSR report.	-- / 0.2	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Actual / Limit)	


	80 / 100	70/ 100	71 / 100	Finalization under Process and will be publish in BRSR report.	-- / 100	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Actual / Limit)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Actual / Limit)	
	19 / 30	17 / 30	18 / 30	Finalization under Process and will be publish in BRSR report.	-- / 30	
	Total Water Recycled (in Kilo litres)	Total Water Recycled Kilolitres) (Actual)	Total Water Recycled (Kilolitres) (Actual)	Total Water Recycled (Kilolitres) (Target)	Total Water Recycled (Kilolitres) (Target)	
	49,835	50,128	61,469	Finalization under Process and will be publish in BRSR report.	59802/	
	Total Water Reused (in Kilo litres)	Total Water Reused Kilolitres) (Actual)	Total Water Reused (Kilolitres) (Actual)	Total Water Reused (Kilolitres) (Target)	Total Water Reused (Kilolitres) (Target)	
	5723	7013	5875	Finalization under Process and will be publish in BRSR report.	4578/	
	% of employees Trained on Water Efficiency	% of employees Trained on Water Efficiency (Actual)	% of employees Trained on Water Efficiency (Actual)	% of employees Trained on Water Efficiency (Actual)	% of employees Trained on Water Efficiency (Target)	
	100%	100%	100%	Finalization under Process and will be publish in BRSR report.	100%/	
Air Pollution	SOx (Micro /m3) (Actual /Limit)	SOx (Micro /m3) (Actual /Limit)	SOx (Micro /m3) (Actual /Limit)	SOx (Micro /m3) (Actual /Limit)	SOx (Micro /m3) (Actual /Limit)	
	21.01/80	24.88/80	26.33/80	21.87/80	--/80	
	NOx (Micro /m3) (Actual /Limit)	NOx (Micro /m3) (Actual /Limit)	NOx (Micro /m3) (Actual /Limit)	NOx (Micro /m3) (Actual /Limit)	NOx (Micro /m3) (Actual /Limit)	
	20 /80	18.61/80	24.63 /80	21.68/80	--/80	

	PM ₁₀ (mg/M ³) (Actual /Limit)	PM ₁₀ (mg/M ³) (Actual /Limit)	PM ₁₀ (mg/M ³) (Actual /Limit)	PM ₁₀ (mg/M ³) (Actual /Limit)	PM ₁₀ (mg/M ³) (Actual /Limit)	
	49.18/100	83/100	92.5/100	87.75/100	--/100	
	PM _{2.5} (mg/M ³) (Actual /Limit)	PM _{2.5} (mg/M ³) (Actual /Limit)	PM _{2.5} (mg/M ³) (Actual /Limit)	PM _{2.5} (mg/M ³) (Actual /Limit)	PM _{2.5} (mg/M ³) (Actual /Limit)	
	42/60	44.03/60	52.33/60	44.65/60	--/60	
	Ammonia (mg/M ³) (Actual /Limit)	Ammonia (mg/M ³) (Actual /Limit)	Ammonia (mg/M ³) (Actual /Limit)	Ammonia (mg/M ³) (Actual /Limit)	Ammonia (mg/M ³) (Actual /Limit)	
	10 /400	7.6 /400	<10 /400	18.6/400	--/400	
	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	
	BDL/1.0	BDL/1.0	BDL/1.0	BDL/1.0	--/1.0	
	Total weight of air pollutants (Average) in (mg / Nm ³)	Total weight of air pollutants (Average) in (mg / Nm ³)	Total weight of air pollutants (Average) in (mg / Nm ³)	Total weight of air pollutants (Average) in (mg / Nm ³)	Total weight of air pollutants (Average) in (mg / Nm ³)	
	64.1	62.5	63.1	Finalization under Process and will be publish in BRSR report.	--	
	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	
	10.5/100	10.5 / 100	<10 / 100	<10/ 100	/ 100	
Light	Cases of Non- Compliance of IS – 3646 Standard Part – III NIL	Cases of Non- Compliance of IS – 3646 Standard Part – III NIL	Cases of Non- Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non- Compliance of IS – 3646 Standard Part – III --	

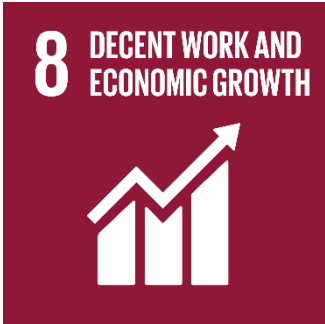
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	70 /75	70 /75	67 /75	64 /75	-- /75	
Biodiversity Conservation	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	66 /70	64 /70	66 /70	-- /70	
	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation (Actual)	% of total workforce received training on Biodiversity conservation (Actual) <i>Finalization under Process and will be publish in BRSR report.</i>	% of total workforce received training on Biodiversity conservation (Target)	
	100%	100%	100%	100%	100% /	
	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity (Actual) <i>Finalization under Process and will be publish in BRSR report.</i>	% of total department covered in Internal risk assessment Biodiversity (Target)	
	100%	100%	100%	100%	100% /	
	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual) <i>Finalization under Process and will be publish in BRSR report.</i>	Number of Awareness session conducted on Biodiversity conservation (Target)	
	1	1	1	1	2	
	# Biodiversity Complaints	# Biodiversity Complaints	# Biodiversity Complaints	# Biodiversity Complaints <i>Finalization under Process and will be publish in BRSR report.</i>	# Biodiversity Complaints	
	NIL	NIL	NIL	NIL	--	

Waste Generation	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target)	Total Hazardous Waste Generation (in Metric Tonnes) (Target)	
	2,098.87	1575.27	3574	Finalization under Process and will be publish in BRSR report.	1574.15/	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes (Target)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target)	
	198.11	143.7	0	Finalization under Process and will be publish in BRSR report.	148.58/	
	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Target)	Total Waste Generated (in Metric Tonnes)	
	2297.9811	1848.5236	3790.0411	Finalization under Process and will be publish in BRSR report.	1723	
	Total Waste Recovered / Reused in a year (in Metric Tonnes)	Total Waste Recovered / Reused in a year ((in Metric Tonnes) (Actual)	Total Waste Recovered / Reused in a year ((in Metric Tonnes) (Actual)	Total Waste Recovered / Reused in a year ((in Metric Tonnes) (Target)	Total Waste Recovered / Reused in a year ((in Metric Tonnes) (Target)	
	7409.13	3822.73	2049.42	Finalization under Process and will be publish in BRSR report.	9261/	
Product use & End of Life	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Target)	
	0	0	0	Finalization under Process and will be publish in BRSR report.	5	
	% of products covered under environmental impact study	% of products covered under environmental impact study (Actual)	% of products covered under environmental impact study (Actual)	% of products covered under environmental impact study (Actual)	% of products covered under environmental impact study (Target)	
	20%	25%	35%	Finalization under Process and will be publish in BRSR report.	50% /	

	% of raw material are locally sourced to reduce transportation emissions 12%	% of raw material are locally sourced to reduce transportation emissions (Actual) 15%	% of raw material are locally sourced to reduce transportation emissions (Actual) 20%	% of raw material are locally sourced to reduce transportation emissions (Actual) Finalization under Process and will be publish in BRSR report.	% of raw material are locally sourced to reduce transportation emissions (Target) 30% /	
	% of the products are free from harmful chemicals 5%	% of the products are free from harmful chemicals (Actual) 15%	% of the products are free from harmful chemicals (Actual) 25%	% of the products are free from harmful chemicals (Actual) Finalization under Process and will be publish in BRSR report.	% of the products are free from harmful chemicals (Target) 35% /	
	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle. 5%	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Actual) 15%	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Actual) 25%	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle. (Actual) Finalization under Process and will be publish in BRSR report.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target) 30% /	
	Percentage of products designed using sustainable or recycled materials. 89%	Percentage of products designed using sustainable or recycled materials. (Actual) 90%	Percentage of products designed using sustainable or recycled materials. (Actual) 95%	Percentage of products designed using sustainable or recycled materials. (Actual) Finalization under Process and will be publish in BRSR report.	Percentage of products designed using sustainable or recycled materials.(Target) 100% /	
	The percentage of products returned by customers compared to the total number of products sold. 12%	The percentage of products returned by customers compared to the total number of products sold. (Actual) 10%	The percentage of products returned by customers compared to the total number of products sold. (Actual) 8%	The percentage of products returned by customers compared to the total number of products sold. (Actual) Finalization under Process and will be publish in BRSR report.	The percentage of products returned by customers compared to the total number of products sold. 5% /	

	Number of awareness campaigns conducted with stakeholders on sustainable disposal. 1	Number of awareness campaigns conducted with stakeholders on sustainable disposal. 1	Number of awareness campaigns conducted with stakeholders on sustainable disposal (Actual) 2	Number of awareness campaigns conducted with stakeholders on sustainable disposal (Actual) <i>Finalization under Process and will be publish in BRSR report.</i>	Number of awareness campaigns conducted with stakeholders on sustainable disposal (Target) 3 /	
	% of customers who are aware of and participate in the company's recycling programs. 100%	% of customers who are aware of and participate in the company's recycling programs. (Actual) 100%	% of customers who are aware of and participate in the company's recycling programs. (Actual) 100%	% of customers who are aware of and participate in the company's recycling programs. (Actual) <i>Finalization under Process and will be publish in BRSR report.</i>	% of customers who are aware of and participate in the company's recycling programs. (Target) 100% /	
Sustainable Sourcing	% of Sustainable Sourcing of Raw material 5%	% of Sustainable Sourcing of Raw material (Actual) 12%	% of Sustainable Sourcing of Raw material (Actual) 15%	% of Sustainable Sourcing of Raw material (Actual) <i>Finalization under Process and will be publish in BRSR report</i>	% of Sustainable Sourcing of Raw material (Target) 25% /	
	% of Procurement staff Trained Sustainable Procurement 55%	% of Procurement staff Trained Sustainable Procurement (Actual) 80%	% of Procurement staff Trained Sustainable Procurement (Actual) 90%	% of Procurement staff Trained Sustainable Procurement Actual <i>Finalization under Process and will be publish in BRSR report</i>	% of Procurement staff Trained Sustainable Procurement (Target) 100%/	

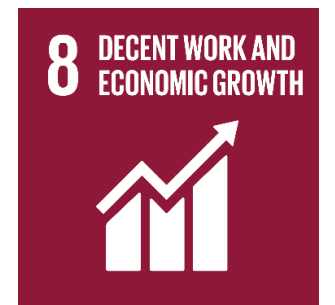
Social						
ESG Area	FY 2021-22 Baseline	FY 2022-23 Reporting	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2030-31 Target	UN - SDGs
Employment	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%)	
	NIL	NIL	NIL	NIL	--	
	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%)	
	NIL	NIL	NIL	NIL	--	
	Attrition Ratio (%)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Target)	
	12%	19.17%	17.66%	15.50%	13.50% /	
	Total Training Hours of employees	Total Training Hours of Employees (Actual)	Total Training Hours of Employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of Employees (Target)	
	4036	4389	4642	33131	50000 /	
	Total Training Hours per employee	Total Training Hours per employee (Actual)	Total Training Hours per employee (Actual)	Total Training Hours per employee Actual)	Total Training Hours per employee (Target)	
	7.28	8.25	6.35	38	44 /	
	Average Training Hours per employee	Average Training Hours per employee (Actual)	Average Training Hours per employee (Actual)	Average Training Hours per employee (Actual)	Average Training Hours per employee (Target)	
	7.28	7.28	7.28	18	28 /	

	Average Salary above Minimum Wages (Rs.) 46,946	Average Salary above Minimum Wages (Rs.) (Actual) 60,829	Average Salary above Minimum Wages (Rs.) (Actual) 51,640	Average Salary above Minimum Wages (Rs.) (Actual) 60,860	Average Salary above Minimum Wages (Rs.) (Target) 82,000 /	
	Employees Above Minimum Wage / Living wage rules 100%	Employees Above Minimum Wage / Living wage rules 100%	Employees Above Minimum Wage / Living wage rules 100%	Employees Above Minimum Wage / Living wage rules 100%	Employees Above Minimum Wage / Living wage rules 100%/	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%/	
	Hiring of Local People (%) 28%	Hiring of Local People (%) (Actual) 38%	Hiring of Local People (%) (Actual) 30.80%	Hiring of Local People (%) (Actual) 38%	Hiring of Local People (%) (Target) 45%/	
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Target) 2% /	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 2%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 2%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Target) 3% /	
	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Target)	

	0%	0%	5%	5%	7% /	
Health & Safety Incidents / Accidents	% 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 (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Target)	
	50%	50%/	57%	71%	80%	
	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	
	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	
	0.00	0.00	0.00	0.00	--	
	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	
	0.00	0.00	0.00	0.00	--	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	
	0.00	0.00	0.00	0.00	--	



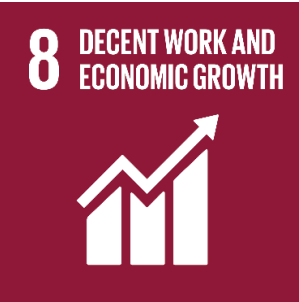
	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	
	NIL	NIL	NIL	NIL	--	
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
	NIL	NIL	NIL	NIL	--	
	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	
	NIL	NIL	NIL	NIL	NIL	
	% of total employees trained on Health and safety measures	% of total employees trained on Health and safety measures (Actual)	% of total employees trained on Health and safety measures (Actual)	% of total employees trained on Health and safety measures (Actual)	% of total employees trained on Health and safety measures (Target)	
	100%	100%	100%	100%	100% /	
ISO 45001	ISO 45001 – Occupational Health & Safety Management System at all sites	ISO 45001 – Occupational Health & Safety Management System at all sites (Actual)	ISO 45001 – Occupational Health & Safety Management System at all sites (Actual)	ISO 45001 – Occupational Health & Safety Management System at all sites (Actual)	ISO 45001 – Occupational Health & Safety Management System at all sites (Target)	
	01	02	02	02	02/	
Human Rights	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	
	2	2	2	3	5/	
	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	



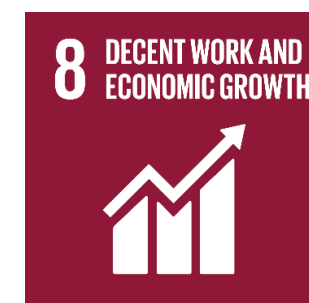
	2	2	2	3	5 /	
	Number of Training conducted on discrimination and harassment	Number of Training conducted on discrimination and harassment (Actual)	Number of Training conducted on discrimination and harassment (Actual)	Number of Training conducted on discrimination and harassment (Actual)	Number of Training conducted on discrimination and harassment (Target)	
	1	3	2	3	5 /	
	Number of Risk Assessment conducted on discrimination and harassment	Number of Risk Assessment conducted on discrimination and harassment (Actual)	Number of Risk Assessment conducted on discrimination and harassment (Actual)	Number of Risk Assessment conducted on discrimination and harassment (Actual)	Number of Risk Assessment conducted on discrimination and harassment (Target)	
	2	2	2	3	5 /	
	% 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 (Actual)	% of the annual total compensation for the highest paid individual, to the median annual (Actual)	% of the annual total compensation for the highest paid individual, to the median annual (Actual)	% of the annual total compensation for the highest paid individual, to the median annual (target)	
	29 %	27%	26%	25%	25% /	
	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Target)	
	100%	100%	100%	100%	100%/	
	% of direct employees paid below living wage	% of direct employees paid below living wage (Actual)	% of direct employees paid below living wage (Actual)	% of direct employees paid below living wage (Actual)	% of direct employees paid below living wage (Target)	
	0%	0%	0%	0%	0%/	
	% 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	% of all employees paid below living	

	including direct employees, individual contractors and dispatched workers	including direct employees, individual contractors and dispatched workers(Actual)	including direct employees, individual contractors and dispatched workers (Actual)	wage, including direct employees, individual contractors and dispatched workers (Actual)	wage, including direct employees, individual contractors and dispatched workers (Target)	
	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 (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark(Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target)	
	0%	0%	0%	0%	0%/	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target)	
	100 %	100 %	100 %	100 %	100 % /	
	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	
	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	
	NIL	NIL	NIL	NIL	--	



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


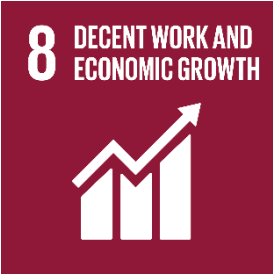
	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	
	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	
	NIL	NIL	NIL	NIL	--	
	% of total employees trained on Human Rights	% of total employees trained on Human Rights	% of total employees trained on Human Rights	% of total employees trained on Human Rights	% of total employees trained on Human Rights (Target)	
	100%	100%	100%	100%	100%/	
	% of total employees trained on overall Career Management and Skill Development	% of total employees trained on overall Career Management and Skill Development (Actual)	% of total employees trained on overall Career Management and Skill Development (Actual)	% of total employees trained on overall Career Management and Skill Development (Actual)	% of total employees trained on overall Career Management and Skill Development (Target)	
	66%	84.72%	83.25	87%	100%/	
	% of employees received regular performance and career development reviews.	% of employees received regular performance and career development reviews (Actual)	% of employees received regular performance and career development reviews (Actual)	% of employees received regular performance and career development reviews (Actual)	% of employees received regular performance and career development reviews (Target)	
	96.43%	91.86%	93.27%	95%	100%/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management	

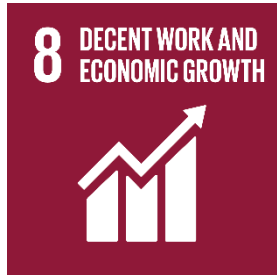




Gender Equality

	4	4	7	8	10/
Gender balance at Worker level (Women to Men %)		Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Target)
	2.74	2.85	2.98	3.6	7/
Gender balance at Executive level (Women to Men %)		Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Target)
	7.3 %	8.0%	10%	10%	20% /
Gender balance at Middle Managers level (Women to Men %)		Gender balance at Middle Managers level (Women to Men %) (Actual)	Gender balance at Middle Managers level (Women to Men %) (Actual)	Gender balance at Middle Managers level (Women to Men %) (Actual)	Gender balance at Middle Managers level (Women to Men %) (Target)
	14%	3.7%	15%	15%	17%/
Gender balance at Top / Key Manager level (Women to Men %)		Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)
	50%	50%	50%	50%	50%/
Gender balance of whole organization (Women to Men %)		Gender balance of whole organization (Women to Men %) (Actual)	Gender balance of whole organization (Women to Men %) (Actual)	Gender balance of whole organization (Women to Men %) (Actual)	Gender balance of whole organization (Women to Men %) (Target)
	6.39%	6.39%	6.9%	7%	10% /
People Trained on Gender Equality (Manhours)		People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Target)




	139	145/112	160	165	175 /	
	% of the total workforce trained on diversity, discrimination and harassment	% of the total workforce trained on diversity, discrimination and harassment (Actual)	% of the total workforce trained on diversity, discrimination and harassment (Actual)	% of the total workforce trained on diversity, discrimination and harassment (Actual)	% of the total workforce trained on diversity, discrimination and harassment (Target)	
	50%	70%	100%	100%	100% /	
	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Target)	
	0%	0%	0%	0%	0%/	
Working Condition	# of Hours Worked (Manhours)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours)	
	11,82,200	11,54,418	13,59,530	16,84,250	--	
	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups (Actual)	% of employees receiving annual health check-ups (Actual)	% of employees receiving annual health check-ups (Actual)	% of employees receiving annual health check-ups (Target)	
	100%	100%	100%	100%	100% /	
	% 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	
	100%	100%	100%	100%	100%/	


	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Target) 100%	
	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification --	
	% employees covered in awareness program 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Target) 100% /	
	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Target) NIL	
SA8000	SA 8000 – Social Accountability Certification at all sites 00	SA 8000 – Social Accountability Certification at all sites (Actual) 02	SA 8000 – Social Accountability Certification at all sites (Actual) 02	SA 8000 – Social Accountability Certification at all sites (Actual) 04	SA 8000 – Social Accountability Certification at all sites (Target) 05 /	
Great Place to work	Great Place to Work Certifications at all sites 00	Great Place to Work Certifications at all sites (Actual) 00	Great Place to Work Certifications at all sites (Actual) 00	Great Place to Work Certifications at all sites (Actual) 00	Great Place to Work Certifications at all sites (Actual) 03 /	
	Amount Spent on CSR (Lakhs) 93.92	Amount Spent on CSR (Lakhs) (Actual) 136.33	Amount Spent on CSR (Lakhs) (Actual) 183.72	Amount Spent on CSR (Lakhs) (Actual) 203	Amount Spent on CSR (Lakhs) TBD	


Corporate Social Responsibility	# of social initiatives at National and Local level 9	# of social initiatives at National and Local level (Actual) 10	# of social initiatives at National and Local level (Actual) 10	# of social initiatives at National and Local level (Actual) TBD	# of Social initiatives at National and Local level TBD	
	Responsible care to Work Certifications at all sites 00	Responsible care to Work Certifications at all sites (Actual) 02	Responsible care to Work Certifications at all sites (Actual) 02	Responsible care to Work Certifications at all sites (Actual) 02	Responsible care to Work Certifications at all sites (Target) 02 /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 53%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 100%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 100%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 100%	Customer Participation Rate in Sustainability Session / Meeting (Target) 100% /	
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Target) 100% /	
	% of the total workforce covered by formal collective agreements 100%	% of the total workforce covered by formal collective agreements (Actual) 100%	% of the total workforce covered by formal collective agreements (Actual) 100%	% of the total workforce covered by formal collective agreements (Actual) 100%	% of the total workforce covered by formal collective agreements (Target) 100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target)	

	100%	100%	100%	100%	100% /	
	Participation Rates (%) 100%	Participation Rates (%) (Actual) 100%	Participation Rates (%) (Actual) 100%	Participation Rates (%) (Actual) 100%	Participation Rates (%) (Target) 100% /	
	Agreement Rates (%) 100%	Agreement Rates (%) (Actual) 100%	Agreement Rates (%) (Actual) 100%	Agreement Rates (%) (Actual) 100%	Agreement Rates (%) (Target) 100% /	
	Industrial Action Frequency (In Numbers) 0	Industrial Action Frequency (In Numbers) (Actual) 0	Industrial Action Frequency (In Numbers) (Actual) 0	Industrial Action Frequency (In Numbers) (Actual) 0	Industrial Action Frequency (In Numbers) (Target) -	

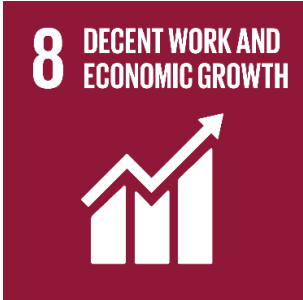
GOVERNANCE

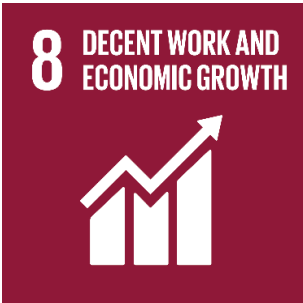
ESG Area	FY 2021-22 Baseline	FY 2022-23 Reporting	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2030-31 Target	UN - SDGs
Board Diversity	Gender balance in Board of Directors (Women to Men %) 25%	Gender balance in Board of Directors (Women to Men %) (Actual) 25%	Gender balance in Board of Directors (Women to Men %) (Actual) 25%	Gender balance in Board of Directors (Women to Men %) (Actual) 25%	Gender balance in Board of Directors (Women to Men %) (Target) 25% /	
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery --	
	Numbers of confirmed corruption cases NIL	Numbers of confirmed corruption cases NIL	Numbers of confirmed corruption cases NIL	Numbers of confirmed corruption cases NIL	Numbers of confirmed corruption cases --	
	% of employees Trained on Anti- Corruption & Bribery 57%	% of employees Trained on Anti- Corruption & Bribery (Actual) 71%	% of employees Trained on Anti- Corruption & Bribery (Actual) 78%	% of employees Trained on Anti-Corruption & Bribery (Actual) 87%	% of employees Trained on Anti- Corruption & Bribery (Target) 100%	
Information Management	Numbers of confirmed Information Security cases	Numbers of confirmed Information Security cases	Numbers of confirmed Information Security cases	Numbers of confirmed Information Security cases	Numbers of confirmed Information Security cases	

	NIL	NIL	NIL	NIL	--	
	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	
	NIL	NIL	NIL	NIL	--	
	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance: (Target)	
	100%	100%	100%	100%	100% /	
Value Chain	User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints:	
	NIL	NIL	NIL	NIL	-	
	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)(Actual)	Suppliers evaluated for ESG Performance (in %)(Actual)	Suppliers evaluated for ESG Performance (in %)(Actual)	Suppliers evaluated for ESG Performance (in %)(Target)	
	NIL	12%	15%	17%	80%/	
	Percentage of suppliers covered by a sustainability assessment	Percentage of suppliers covered by a sustainability assessment(Actual)	Percentage of suppliers covered by a sustainability assessment(Actual)	Percentage of suppliers covered by a sustainability assessment(Actual)	Percentage of suppliers covered by a sustainability assessment(Target)	
	NIL	18%	22%	30%	80%/	
	Percentage of suppliers covered by a sustainability on-site audit	Percentage of suppliers covered by a sustainability on-site audit (Actual)	Percentage of suppliers covered by a sustainability on-site audit (Actual)	Percentage of suppliers covered by a sustainability on-site audit (Actual)	Percentage of suppliers covered by a sustainability on-site audit (Target)	
	NIL	18%	22%	30%	80%/	

	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Target)	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
	0	0	0	0	--	
	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Target)	
	0	0	0	0	--	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %)(Actual)	Suppliers in Agreement with company Policies (in %)(Actual)	Suppliers in Agreement with company Policies (in %)(Target)	
	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 %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)(Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)(Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)(Target)	
	100%	100%	100%	100%	100%/	
	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Target)	
	100%	100%	100%	100 %	100 % /	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier(Actual)	Avg Number of Non-Conformities Found per supplier(Actual)	Avg Number of Non-Conformities Found per supplier(Actual)	Avg Number of Non-Conformities Found per supplier (Target)	
	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:
	NIL	NIL	NIL	NIL	--
Ethics	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Target)
	100%	100%	100%	100%	100 % /
	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Target)
	100%	100%	100%	100%	100%
Customer Health and Safety	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Target)
	100%	100%	100%	100%	100%
	Number of whistleblower reports received	Number of whistleblower reports received (Actual)	Number of whistleblower reports received (Actual)	Number of whistleblower reports received (Actual)	Number of whistleblower reports received
	NIL	NIL	NIL	NIL	--
	# of Product Related Incident	# of Product Related Incident (Actual)	# of Product Related Incident (Actual)	# of Product Related Incident (Actual)	# of Product Related Incident
	0	0	0	0	--
	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Target)



	1	1	1	2	3 /	
EcoVadis	Rating of Ecovadis (Category) Bronze	Rating of Ecovadis (Category) Bronze	Rating of Ecovadis (Category) Gold	Rating of Ecovadis (Category) --	Rating of Ecovadis (Category) (Target) Platinum	
Business Responsibility & Sustainability Reporting	# Non-Compliance report 0	# Non-Compliance report 0	# Non-Compliance report 0	# Non-Compliance report 0	# Non-Compliance report -	