indutch
COMPOSITES TECHNOLOGY PVT. LTD.

ANNUAL

SUSTAINABILITY REPORT

FY 2024-25



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MESSAGE FROM DIRECTOR'S



"At Indutch, we believe innovation guided by purpose can build a cleaner and more sustainable tomorrow."

It gives me great pride to present Indutch's Annual Sustainability Report, reflecting our progress in engineering advanced composite solutions for a cleaner and more sustainable future. As pioneers in composite manufacturing, we continue to drive the global shift toward renewable energy and lightweight technologies through innovation and responsibility.

Over the past year, we have strengthened our ESG governance, enhanced operational efficiency, and deepened our focus on energy conservation and waste reduction. Guided by a people-first approach, we foster a safe, inclusive, and growth-oriented workplace where creativity and commitment thrive.

As we look ahead, Indutch remains dedicated to accelerating sustainability, advancing resource efficiency, and supporting India's clean energy vision — where engineering meets purpose and innovation drives lasting impact.

SHRI BINAYAK RATH
DIRECTOR
INDUTCH COMPOSITES TECHNOLOGY PVT. LTD.



"Sustainability is not a goal—it's the way we engineer, operate, and grow together."

At Indutch Composites, sustainability is not just a commitment but a way of thinking that drives our innovation and operations. We continue to deliver advanced composite solutions that enable the renewable energy transition while enhancing efficiency and reducing environmental impact.

This year, our focus has been on improving operational excellence, optimizing resources, and nurturing a culture where collaboration and integrity thrive. We are also investing in digitalization and skill development to strengthen our competitiveness and resilience.

As we move ahead, Indutch remains dedicated to deepening ESG integration and advancing India's clean energy ambitions—building not only composites but a lasting legacy of responsibility and trust.

SHRI P. L. SATHINARAYANAN
DIRECTOR
INDUTCH COMPOSITES TECHNOLOGY PVT. LTD.

COMPANY PROFILE & SUSTAINABILITY APPROACH



ABOUT THE COMPANY

GRI 2-9

> Innovation with integrity defines who we are.

Our Journey

In 2010, in the industrial heart of Vadodara, Gujarat, two visionaries - Shri Binayak S. Rath and Shri P. L. Sathinarayanan - set out with a bold idea: to redefine the possibilities of composites in India. What began as a small initiative soon evolved into Indutch Composites Technology Pvt. Ltd., a company built on innovation, craftsmanship, and a relentless drive to serve global industries.
From the outset, Indutch embraced a guiding philosophy: every challenge is an opportunity to engineer something extraordinary. With this belief, the company entered high-precision sectors such as wind energy, aerospace, defense, mass transportation, and industrial applications, where performance and reliability are non-negotiable.

Growth & Expansion

The company's journey was not without challenges. Manufacturing large-scale composite molds and patterns required not only engineering excellence but also the trust of global OEMs. Indutch turned these challenges into opportunities through its core strengths:

- Product Excellence
- Process Innovation
- Speed to Market
- Customer Service

This foundation helped Indutch transform from a supplier into a trusted partner for leading industries worldwide. Over the years, the company expanded its footprint from a single unit to over 150,000 sq. ft. of advanced manufacturing space across Vadodara, Halol, and Sullurpeta. Today, more than 1,300 professionals - including 300+ specialists with deep expertise - collaborate to design and manufacture molds, components, and solutions that power turbines, move trains, and support critical defense systems.

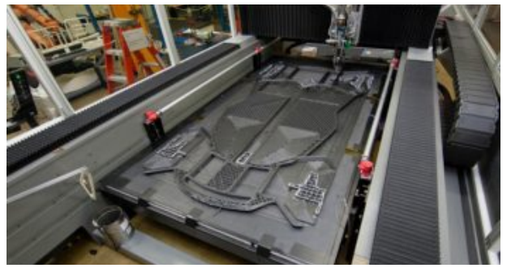
Product Excellence & Versatility

Indutch's diverse product portfolio reflects its versatility and technical leadership:



Wind Energy Solutions

Wind turbine blade molds, epoxy-heated molds, and rotor blade designs



Composite Components

FRP parts, epoxy molded solutions, and carbon fiber sheets



Industrial & Transport Applications:

PUF-insulated truck containers, nacelle covers, and aerospace spinner cones

Responsibility Beyond Engineering

Indutch's story is not just about technical innovation; it is equally about responsibility. As the company grew, it integrated sustainability and human values into its operations:

- Environmental Stewardship: Policies that drive energy efficiency, reduce waste, conserve water, and protect biodiversity.
- Human Rights & Labor Practices: Safe, fair, and inclusive workplaces, with zero tolerance for child labor, forced labor, discrimination, or harassment.

This dual commitment - to engineering excellence and responsible growth - forms the cornerstone of Indutch's sustainability vision.

Shaping the Future, Together

From its roots in Gujarat, Indutch has grown into a global leader in composite technology, with a turnover exceeding ₹500 crores, a 1,300+ strong workforce, and recognition for innovation and trust.
Yet, Indutch's success is not just measured in numbers. Its true strength lies in creating lasting value - delivering advanced solutions to clients, empowering employees, supporting communities, and driving sustainability for the planet.
Every wind blade, aerospace component, and mold carries the same legacy: a company born in Gujarat, guided by integrity, and driven by global ambitions.
Looking ahead, Indutch's journey continues - shaping progress, driving innovation, and moving closer to a sustainable tomorrow.

ABOUT THIS REPORT

GRI 2-9

Organizational details: (GRI 2-1)

We, Indutch Composites Technology Private Limited (referred herein after as 'Indutch', 'Indutch Composites Technology Pvt. Ltd.', 'us', 'our', 'we', 'the Company') are pleased to present our Annual Sustainability Report FY 2024-25, reflecting our strong commitment to Environmental, Social, and Governance (ESG) principles and our approach to responsible growth.
This year's report is anchored by the theme:
"Composite Tooling Excellence — Designing & Delivering for Wind Energy OEMs"
which captures the essence of our contribution to clean energy, advanced manufacturing, and sustainable industry solutions.
The report is structured in accordance with the Global Reporting Initiative (GRI) Standards and the United Nations Global Compact (UNGC) principles. Our sustainability journey is further strengthened through alignment with the United Nations Sustainable Development Goals (UNSDGs), with active disclosures to GRI and UNGC.

Entities included in the organization's sustainability reporting: (GRI 2-2)

Headquarters:

Vadodara, Gujarat – Corporate office.

Manufacturing Facilities

- Vadodara (Waghodia, Gujarat) – Modern mould manufacturing unit.
- Vadodara (Halol, Gujarat) – Manufacturing plant.
- Nellore (Sullurpeta, Andhra Pradesh) – Manufacturing plant.

Reporting period, frequency and contact point: (GRI 2-3)

The information, initiatives, and performance data in this report pertain to the fiscal year April 1, 2024 – March 31, 2025 (FY 2024-25).
The disclosures cover our business model, strategy, risks, opportunities, sustainability performance, and forward outlook. Every effort has been made to ensure the accuracy and completeness of the disclosed information.

External Assurance: (GRI 2-5)

This report has been subjected to independent external assurance on a "Limited Assurance" basis by Growlity pvt. ltd. in accordance with the GRI Standards and GHG Protocol.

Forward Looking Statement:

This report contains forward-looking statements relating to Indutch's future sustainability targets, risks, opportunities, and expectations. These statements are based on assumptions and current assessments. Actual outcomes may differ materially due to external factors, and readers are advised not to rely solely on these forward-looking statements.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GRI

THE GLOBAL COMPACT
UNITED NATIONS

Growlity™
Growth with Sustainability

SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABILITY VISION & COMMITMENT

GRI-2, GRI-3, GRI 301-303, GRI 305-307

Vision

Indutch Composites Technology Pvt. Ltd. aims to be The Global player in Wind turbine Rotor Blade, nacelle cover/spinner Tooling, Manufacturing & Services for Indian and Global Wind energy organizations in next and 5 years.

In addition to wind energy, Indutch aims to be an active player (nearly 20% of its capacity) in Automobile, Mass transist and Defense for Composites Tooling and Process Design, Tooling, Manufacturing and support services.

Mission

Indutch Composites Technology Pvt. Ltd. will

- Establishing global tie ups to improve exports apart from its present Indian market.
- Ensure products are of International quality standards.
- Retain key personals and enhance their skills from time to time through better exposure to the latest technology and will attract new customers by establishing state of the art factory and infrastructure.

Our Sustainability Commitment

Indutch's sustainability framework is comprehensive and data-driven, reflecting a balanced integration of environmental stewardship, ethical governance, and social responsibility - all anchored by measurable targets and continual improvement. The certifications, policies, and progress metrics collectively embody a deep-rooted commitment to responsible growth, making this section an effective contribution to an Annual Sustainability Report.



STAKEHOLDER ENGAGEMENT

GRI 3-1, GRI 3-2, GRI 3-3



Indutch Composites Pvt. Ltd. places stakeholders at the core of its sustainability approach. Through well-defined policies and transparent communication practices, the company ensures that every interaction fosters trust and shared responsibility. By upholding ethical conduct, promoting environmental stewardship, and protecting labor and human rights, Indutch creates meaningful channels for dialogue and feedback. These mechanisms not only strengthen accountability but also drive continuous improvement, enabling the company to align business growth with stakeholder expectations and sustainable development goals.

“Our progress is a shared journey with our stakeholders.”



MATERIALITY OVERVIEW

GRI 3-1, GRI 3-2, GRI 3-3

Indutch Composites Technology Pvt. Ltd. identifies its key material aspects across environmental, social, and governance (ESG) dimensions to guide sustainable growth and responsible business practices.



ESG Dimension	Material Focus Areas
Environmental	GHG emission
	Energy efficiency
	Water management,
	Waste reduction,
	Biodiversity,
	Sustainable sourcing and Supply chain management,
	Air Pollution control,
	Product safety and End of life management
	Customer engagement

ESG Dimension	Material Focus Areas
Social	Health & safety
	Freedom of association
	Career management
	Fair labor practices
	Diversity-Discrimination & Harassment
	Prevention of child/forced labor
	employee wellbeing
	Value chain human practices

ESG Dimension	Material Focus Areas
Governance	Ethics and compliance,
	Anti-corruption
	Conflict-of-interest management
	Fraud prevention
	Anti money laundering
	Data security
	Regulatory adherence

Indutch's materiality priorities reflect its strong commitment to environmental responsibility, social equity, and ethical governance. These focus areas are backed by clear, time-bound targets and continuous monitoring, ensuring alignment with global ESG standards and sustainable business practices.

ETHICS & COMPLIANCE

ETHICS POLICY

GRI 2 | GRI 205 | GRI 206

At Indutch Composites Technology Pvt. Ltd., we uphold the highest ethical standards, guided by integrity, honesty, and respect. Our Ethics Policy ensures transparency, fairness, and accountability in all our actions.

Key Focus Area:

CORRUPTION

We uphold transparency, ethical procurement, and strict regulatory compliance to ensure integrity in all operations.

Qualitative Targets: Implement a strict zero-tolerance policy towards corruption, ensuring that no bribes or kickbacks are offered or accepted during any stage of the manufacturing process.

Quantitative Target: Ensure Zero incidents of corruption by 2025.

- **Do's:** Promptly report any suspected bribery, fraud, or unethical practices to the Compliance Officer or via the Whistleblower mechanism.
- **Don'ts:** Do not offer, solicit, or accept bribes, kickbacks, or any form of illicit incentives.

CONFLICT OF INTEREST:

We ensure integrity through transparent disclosures, strict confidentiality, and comprehensive ethics training to prevent conflicts of interest.

Qualitative Targets: Establish an independent review board to evaluate and mitigate any identified conflicts of interest throughout the composite manufacturing chain.

Quantitative Target: Achieve 100% monitoring rate by advanced monitoring systems by 2025 from the baseline year 2022.

- **Do's:** Disclose any outside business or financial relationships that may pose a conflict with your role at Indutch.
- **Don'ts:** Do not engage with competing organizations without formal authorization.

FRAUD

We prevent fraud through strong controls, transparent reporting, and rigorous vendor due diligence.

Qualitative Targets: Internal Controls Review: Conduct regular assessments of internal controls to identify potential loopholes or weaknesses that could be exploited by fraudsters.

Quantitative Target: Increase fraud detection accuracy to 95% by implementing advanced algorithms by 2025 from the baseline year 2022.

- **Do's:** Maintain clear, transparent, and accurate records of all transactions related to procurement, sales, and vendor dealings.
- Don'ts: Do not ignore or conceal red flags indicating potential fraud or corruption.

MONEY LAUNDERING

We combat money laundering through strict risk assessments, transaction monitoring, transparent reporting, and employee training to ensure ethical compliance.

Qualitative Targets: Composite Material Traceability Program: Implement a comprehensive system to trace the origin and movement of composite materials throughout the supply chain.

Quantitative Target: Achieve a 25% improvement in detecting suspicious financial activities by 2025 from the baseline year 2022.

- **Do's:** Report any unusual or suspicious financial transactions to the compliance department.
- **Don'ts:** Do not authorize or facilitate transactions without clear business rationale.

ETHICS POLICY

GRI 2 | GRI 205 | GRI 206

ANTI-COMPETITIVE PRACTICES

We uphold fair competition by complying with antitrust laws, preventing monopolistic practices, and fostering a culture of integrity and fair play.

Qualitative Targets: Prevent Collusion: Implement measures to deter companies from engaging in collusive behaviour such as price-fixing or bid-rigging.

Quantitative Target: Reduce market concentration by 15% in the composite manufacturing industry by 2025 from the baseline year 2022.

- **Do's:** Comply fully with all applicable antitrust and fair-trade laws.
- **Don'ts:** Do not exchange sensitive commercial information with competitors.

INFORMATION SECURITY

We protect sensitive data through secure handling, encryption with access controls, and regular cybersecurity audits to prevent misuse and threats.

Qualitative Targets: Regular Security Audits: Conducting periodic comprehensive audits to identify vulnerabilities and strengthen security measures proactively.

Quantitative Target: Reduce cybersecurity incident response time by 25% by 2025 from the baseline year 2022.

- **Do's:** Adhere to Indutch's IT and cybersecurity protocols to safeguard company data.
- **Don'ts:** Do not share confidential business, technical, or employee information without proper clearance.

Disciplinary Measures:

Indutch Composites Technology Pvt. Ltd. enforces a strict disciplinary framework, requiring all employees, contractors, and partners to uphold integrity, with violations leading to corrective action.

➤ **Verbal or Written Warning:**

Issued for minor or first-time ethical violations. A formal warning will outline the breach, corrective expectations, and consequences of repeat offenses.

➤ **Suspension:**

Temporary removal from duties for repeated violations, serious ethical lapses, or negligence.

➤ **Termination:**

Immediate dismissal for gross misconduct such as bribery, fraud, corruption, or actions violating integrity and legal standards.

➤ **Legal Action:**

Misconduct involving law violations may lead to civil or criminal proceedings with relevant authorities.

➤ **Restitution & Penalties:**

Offenders must reimburse losses, with penalties applied for breaches causing financial or reputational harm.

➤ **Ethics Training:**

For correctable misconduct, employees may undergo targeted training or coaching to reinforce ethical conduct, alongside warnings or suspensions.

Responsibilities

The Environment Safety Office is responsible for overseeing the implementation of this policy, ensuring compliance with all relevant regulations, and reporting on the progress made. The Board of Directors also oversees the policy's implementation, making sure it remains aligned with the company's overall strategy. Finally, all employees receive annual training on their Environment responsibilities and are encouraged to contribute their ideas for continuously improving performance.

Review Mechanism:

The Chief Compliance Officer at Indutch Pvt Ltd oversees the implementation and review of this policy, which is reviewed annually with updates communicated as needed.

ANTI - CORRUPTION MEASURES, INFORMATION SECURITY MEASURES

GRI 205 | GRI 218

Strengthening Ethical and Secure Practices

At Indutch Composites Pvt. Ltd., we are committed to embedding the principles of integrity, accountability, and transparency across all our business operations. Our anti-corruption and information security frameworks are designed not only to comply with regulatory requirements but also to build lasting trust with stakeholders. Through comprehensive governance policies, regular risk assessments, third-party due diligence, whistleblower protections, employee training, and resilient information security systems, we strengthen ethical conduct while safeguarding data privacy.

Periodic Ethics and Compliance Risk Reviews:

Integrity remains the foundation of our operations. To ensure compliance with global standards, Indutch undertakes periodic Ethics and Compliance Risk Reviews (last conducted on 01.12.2024; next scheduled for 01.12.2025). These reviews address risks such as bribery, collusion, fraudulent claims, extortion, discrimination, and labor law violations. Our response framework includes a robust Code of Conduct, anti-bribery policies, whistleblowing mechanisms, employee training, supplier due diligence, and competitive bidding processes. Further safeguards, such as inventory checks, diversity initiatives, third-party reviews, and compliance audits, are reinforced by clear Standard Operating Procedures (SOPs).

All High-Risk and Sensitive Transactions—including high-value payments, government dealings, customs clearances, contract modifications, and unusual arrangements—are subject to strict approval procedures. These require pre-approval by senior management, dual authorization, enhanced due diligence for high-risk third parties, comprehensive documentation, and review by the Audit and Compliance Committee or the Board.

Approval Framework for Sensitive Transactions:

At Indutch Composites Pvt. Ltd., sensitive transactions such as high-value payments, government dealings, or contract changes are managed through a structured approval framework. Approvals are based on transaction value and risk, with higher-risk cases requiring senior management oversight and enhanced due diligence for third parties. All transactions are properly documented, periodically reviewed, and prohibited from involving excessive gifts or favors. This approach ensures transparency, accountability, and protection against corruption or bribery risks.

Governance Policies and Employee Awareness:

Strong internal governance underpins our approach to ethical conduct. We maintain clear, zero-tolerance policies for corruption, supported by detailed approval processes for sensitive transactions. To ensure these policies translate into practice, all employees undergo mandatory training and awareness programs on corruption and bribery prevention. These sessions equip staff to identify risks, understand relevant laws and company policies, and act in line with our values. Regular refresher courses strengthen this knowledge and keep our workforce aligned with our commitment to transparent and ethical business practices.

Due Diligence on Stakeholders:

Indutch follows a rigorous due diligence framework for all suppliers, contractors, brokers, distributors, consultants, and customs agents. Third parties are classified as low, medium, or high risk, with enhanced checks for sensitive categories like customs brokers and commission agents. Onboarding requires verification of registrations, ownership, compliance history, financials, and conflict-of-interest declarations, supported by ethics and anti-bribery questionnaires benchmarked against industry standards and watchlists. Integrity is continuously monitored through periodic reviews, with contract renewals linked to due diligence results. Whistleblower channels are also extended to third parties to report unethical practices.

At Indutch Composites Pvt. Ltd., we conduct regular internal assessments to evaluate compliance with information security and anti-corruption standards. These assessments integrate policy reviews, employee interviews, process audits, and system checks to test the effectiveness of our internal controls. The insights gained guide continuous improvement actions, strengthen our governance framework, and ensure that both our operations and stakeholder partnerships consistently uphold the highest standards of ethics and integrity.

Safeguarding Data and Stakeholder Consent:

Protecting sensitive information is a cornerstone of our sustainability and governance agenda. At Indutch, third-party data protection is ensured through strict access controls, role-based permissions, multi-factor authentication, and end-to-end encryption (both in transit and at rest). All agreements with suppliers and partners include confidentiality clauses that bind them to our security standards. Importantly, we obtain formal stakeholder consent prior to collecting, processing, or sharing data, ensuring both legal compliance and respect for individual rights.

Regular information security risk assessments identify vulnerabilities, while compliance reviews and audit trails provide accountability. If a breach occurs, our Incident Response Plan enables swift detection, containment, root-cause eradication, and secure recovery, followed by post-incident reviews to prevent recurrence.

ANTI - CORRUPTION MEASURES, INFORMATION SECURITY MEASURES

GRI 205 | GRI 218

Data Breach Response Framework:

At Indutch Composites Pvt. Ltd., we recognize that even with strong preventive measures, information security incidents may occur. Our Incident Response Plan (IRP) ensures rapid detection, containment, and resolution of any breach involving confidential data. The plan includes structured procedures for identifying threats, isolating affected systems, eradicating root causes, and securely restoring operations. Post-incident reviews are conducted to capture lessons learned, strengthen defenses, and prevent recurrence. All incidents are logged, reported to the Compliance Officer, and escalated to the Audit and Compliance Committee where necessary. This proactive approach safeguards stakeholder trust and reinforces our commitment to data security and resilience.

Whistleblower and Ethics Reporting Mechanism:

Our Whistleblower Procedure provides employees, contractors, suppliers, and other stakeholders with a confidential channel to report corruption, fraud, or unethical practices. Reports may be submitted via email, hotline, or in writing, with the option to remain anonymous. All reports are reviewed by the Compliance Officer and investigated where necessary. Corrective or disciplinary actions are implemented when misconduct is identified, and whistleblowers are fully protected from retaliation, with their identities kept confidential unless disclosure is legally required.

Structured Records Retention and Lifecycle Managment:

To ensure compliance and transparency, Indutch follows a structured records retention schedule covering business, financial, legal, and compliance documents. Records are maintained only for the legally required duration and are securely disposed of thereafter. This approach strengthens governance efficiency while safeguarding both company and third-party data throughout its lifecycle.



ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

At Indutch Composites Technology Pvt. Ltd., we strive to minimize our environmental impact by focusing on resource efficiency, waste reduction, and renewable energy, creating positive outcomes for the environment and our communities.

Key Focus Area:

Energy Consumption and Greenhouse gases

Energy efficiency is promoted through optimized processes, renewable energy integration, and upgraded equipment to reduce overall consumption.

Qualitative Targets: Composite manufacturing processes prioritize energy efficiency through advanced resin curing techniques, reducing overall energy consumption.

Quantitative Target: Upgrade HVAC systems to reduce energy consumption by 15% by 2025 from the baseline year 2022.

Water

Energy efficiency is promoted through optimized processes, renewable energy integration, and upgraded equipment to reduce overall consumption.

Quantitative Target: Upgrade HVAC systems to reduce energy consumption by 15% by 2025 from the baseline year 2022.

Qualitative Targets: Composite manufacturing processes prioritize energy efficiency through advanced resin curing techniques, reducing overall energy consumption.

Biodiversity

We safeguard habitats, protect species, and support ecosystem restoration to minimize our environmental footprint.

Qualitative Targets: Promote Sustainable Sourcing: Ensure that raw materials used in composite manufacturing, such as Fibers and resins, are responsibly sourced from suppliers committed to biodiversity conservation and sustainable practices.

Quantitative Target: Increase conservation area coverage by 15% through land acquisition or partnerships by 2025 from the baseline year 2022.



ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Air Pollution

We minimize harmful emissions and noise through advanced filtration, energy-efficient technologies, and noise control strategies.

Qualitative Targets: Reduce VOC Emissions: Implementing measures to minimize volatile organic compound (VOC) emissions during the resin mixing and curing processes in composite manufacturing.

Quantitative Target: Decrease light pollution from facilities by 15% through efficient lighting technologies by 2025 from the baseline year 2022.

Material Chemical and Waste

We promote sustainability by using eco-friendly materials, ensuring safe chemical management, reducing waste, and enhancing recycling initiatives.

Qualitative Targets: Reduction of Hazardous Material Usage: Implement measures to minimize the use of hazardous chemicals in composite manufacturing processes such as resin mixing and curing, aiming to decrease environmental impact.

Quantitative Target: Reduce chemical usage in manufacturing by 10% by 2025 from the baseline year 2022 through process optimization and substitution.

Environmental impacts from use of products

We ensure sustainable sourcing, responsible end-of-life management, and durable product design to reduce environmental impact.

Qualitative Targets: Promote Sustainable Sourcing: Prioritize the use of renewable materials such as bio-based resins, along with recycled materials like reclaimed carbon fiber, in composite manufacturing.

Quantitative Target: Incorporate 15% recycled materials into composite production by 2025 from the baseline year 2022.

Environment Impact from Product End-of-Life

We minimize environmental impact through efficient waste management, emissions reduction, material recovery, and lifecycle assessments.

Qualitative Targets: Reduction of Hazardous Waste Generation: Implement processes to minimize the generation of hazardous waste during composite manufacturing, such as optimizing resin curing techniques to reduce excess waste.

Quantitative Target: Implement waste-to-energy initiatives to utilize 50% of non-recyclable waste by 2025 from the baseline year 2022.

Customer Health and Safety

We ensure health and safety by using non-toxic materials, rigorous product testing, and comprehensive worker training.

Qualitative Targets: Minimize Exposure to Harmful Chemicals: Implement processes in composite manufacturing such as resin mixing and curing that reduce or eliminate the use of toxic substances like styrene, formaldehyde, and volatile organic compounds (VOCs) to ensure the safety of customers and workers.

Quantitative Target: Ensure 100% compliance with industry health and safety regulations across all products by 2025 from the baseline year 2022.

Promotion of Sustainable Consumption

We minimize environmental impact by using eco-friendly raw materials, adopting energy-efficient curing, and ensuring supply chain transparency.

Qualitative Targets: Utilize Recyclable Materials: Prioritize the use of recyclable or renewable materials, such as bio-based resins or natural fibers like hemp or flax, in composite production to reduce reliance on finite resources and promote a circular economy model.

Quantitative Target: Achieve a 20% reduction in packaging waste by 2025 from the baseline year 2022 through efficient packaging design.

Review Mechanism:

The Environmental Safety Office is responsible for implementing, overseeing, and annually reviewing this policy. Updates will be communicated as required.

Revision No	Review Date	Changes made
01	01-Jan-2024	Initial release
02	01-Jan-2025	Added roles/responsibilities, revision history, employee acknowledgment form, and updated scope

ENERGY, EMISSIONS & CLIMATE INITIATIVES (SBTI, NET ZERO, RENEWABLE ENERGY)

GRI 103 | GRI 302 | GRI 305

Sustainable Energy and Efficiency:

At Indutch Composites Pvt. Ltd., we recognize our responsibility to address climate change and reduce greenhouse gas (GHG) emissions. Our approach combines employee awareness, renewable energy adoption, efficiency improvements, and innovative technologies to minimize our environmental footprint.

Employee Awareness and Climate Responsibility

We empower employees through regular training on energy conservation and climate action. These sessions focus on reducing energy use in daily operations, practicing responsible resource management, and understanding the role of renewable energy in mitigating climate change.
To complement these efforts, Indutch offsets unavoidable GHG emissions by purchasing verified carbon offset credits. These credits fund impactful projects such as afforestation and renewable energy generation, directly contributing to carbon reduction and environmental restoration.
By combining employee awareness with measurable climate action, Indutch strengthens its commitment to sustainability and global climate goals.

Building Awareness and Accountability

Regular training programs on energy conservation and climate action help empower employees with knowledge and practical skills. These initiatives build a culture of responsibility, where every individual contributes to reducing energy use and emissions.

Advancing Clean Energy and Efficiency Initiatives

Indutch Composites Pvt. Ltd. prioritizes sustainability through both clean energy adoption and efficiency improvements. The company began its renewable energy journey in 2020 with a 199.98 kWp rooftop solar plant at the Waghodia facility. By 2025, this system had already generated more than 1.13 million kWh of green electricity, steadily reducing grid dependence and carbon emissions.
Building on this momentum, Indutch placed an order in July 2025 for a new 300.84 kWp rooftop solar plant, equipped with Tata Power Solar modules and Solis inverters, backed by warranties of up to 25 years—ensuring long-term reliability.
Complementing renewable energy investments, the company conducts energy and carbon audits to measure progress and identify new opportunities for reduction. Employees are continuously trained in energy conservation and climate action, reinforcing sustainability awareness across operations.
Efficiency upgrades using advanced technologies, such as high-volume, low-speed (HVLS) industrial fans with PMSM direct drive motors, provide maximum air circulation with minimal power use. While solar remains the flagship initiative, Indutch also purchases verified carbon offset credits to balance unavoidable emissions.

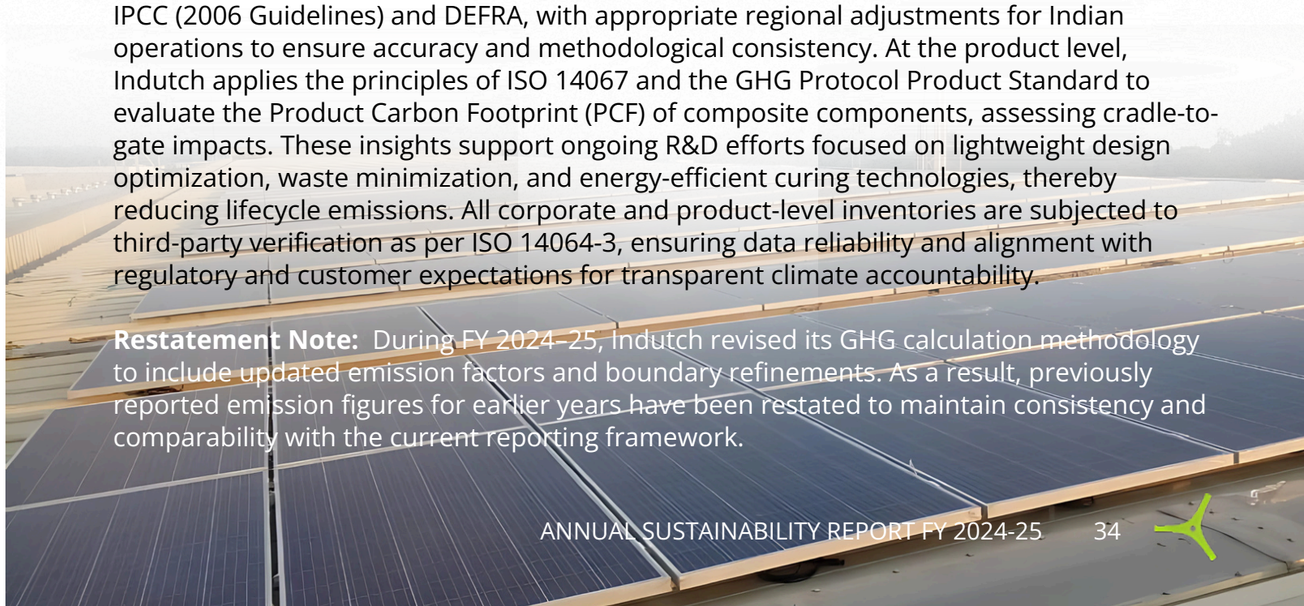
Exploring Future Energy Opportunities

Indutch recognizes the potential of advanced energy solutions such as waste heat recovery, combined heat and power (CHP) units, and cogeneration systems. These technologies are highly efficient, enabling simultaneous generation of electricity and heat from a single fuel source, which can significantly reduce carbon emissions and optimize resource use.
While such systems are not yet installed, current sustainability efforts focus on rooftop solar generation, systematic energy and carbon audits, and efficiency improvements using HVLS fans with PMSM direct drive motors.
Looking ahead, Indutch evaluates the feasibility of integrating cogeneration or CHP technologies. By capturing and reusing waste thermal energy, these solutions could strengthen energy efficiency, reduce costs, and accelerate progress toward long-term climate goals.

Greenhouse Gas (GHG) Monitoring and Accountability

Indutch Composites Pvt. Ltd. maintains a comprehensive GHG inventory at the corporate level, covering emissions from all manufacturing operations and supporting activities. The monitoring framework follows the GHG Protocol Corporate Standard and ISO 14064-1, ensuring transparent and comparable accounting of emissions across Scope 1 (direct), Scope 2 (indirect from purchased electricity), and relevant Scope 3 (value-chain) categories. GHG emissions are monitored and reported annually, with activity data collected from energy consumption, process operations, transportation, and waste management. Emission calculations are derived from activity data multiplied by standard emission factors from the IPCC (2006 Guidelines) and DEFRA, with appropriate regional adjustments for Indian operations to ensure accuracy and methodological consistency. At the product level, Indutch applies the principles of ISO 14067 and the GHG Protocol Product Standard to evaluate the Product Carbon Footprint (PCF) of composite components, assessing cradle-to-gate impacts. These insights support ongoing R&D efforts focused on lightweight design optimization, waste minimization, and energy-efficient curing technologies, thereby reducing lifecycle emissions. All corporate and product-level inventories are subjected to third-party verification as per ISO 14064-3, ensuring data reliability and alignment with regulatory and customer expectations for transparent climate accountability.

Restatement Note: During FY 2024–25, Indutch revised its GHG calculation methodology to include updated emission factors and boundary refinements. As a result, previously reported emission figures for earlier years have been restated to maintain consistency and comparability with the current reporting framework.



AIR QUALITY AND ENVIRONMENTAL NUISANCE MANAGEMENT

GRI 103 | GRI 302 | GRI 305

Emission Control and Atmospheric Pollution Management:

Preventing Atmospheric Pollutants and Environmental Nuisances

In alignment with the Air (Prevention & Control of Pollution) Act 1981 and ISO 14001:2015, Indutch has implemented preventive measures such as cleaner production processes, controlled paint booths, and replacement of solvent-based inputs with safer alternatives. These actions minimize odours, fumes, and harmful discharges while ensuring regulatory compliance through regular inspections.

Mitigating Particulate Matter Emissions

Controlled paint booths for FRP coating activities reduce fine particle emissions, improve air quality, and safeguard workers' health. The system enhances product quality while lowering material wastage, reinforcing sustainability in production technologies.

Ambient Air Quality Monitoring and Analysis

Indutch conducts regular environment monitoring and safety inspections under the Integrated Management System (IMS). ISO 14001 & 45001 audits validate compliance, supported by legal registers and risk assessments. Future reports aim to expand transparency with quantified pollutant data (SO_2, NOx, PM, etc.).

Reducing VOC, SO_2, NOx, and Hazardous Emissions

Through the adoption of water-based mould release agents and paints, VOC emissions have been significantly reduced. The use of bio-based resins, recycled carbon fiber, and natural fibers such as hemp and flax further lowers environmental impact, aligning with global best practices in green chemistry.

Noise Pollution Monitoring and Management:

Noise Monitoring and Compliance

Noise management is guided by the Noise Pollution (Regulation and Control) Act 2000. Indutch reduces workplace noise through advanced ventilation and Air Handling Units (AHU). Internal safety inspections ensure occupational noise risks are addressed under ISO 45001.

Noise Mitigation Technologies

The adoption of VFD-driven HVLS fans with PMSM direct drive motors ensures quiet (<38 dB), energy-efficient air circulation. This technological upgrade improves working conditions while minimizing noise emissions.

Preventive Maintenance for Noise Control

Indutch's preventive maintenance schedules ensure regular equipment inspection and timely replacement of faulty parts, reducing vibration and abnormal noise. These practices improve both acoustic and operational performance, extending equipment life while lowering environmental impact.

Sustainable Logistics and Transportation Efficiency:

Actions to Minimize Road Congestion

While direct measures are limited, Indutch indirectly reduces transportation-related emissions and congestion through operational efficiencies such as optimized dispatch planning and reduced packaging bulk via waste paper cutting machines.

Renewable Energy and Energy Efficiency Initiatives:

Renewable Energy Investments

Indutch actively reduces its reliance on fossil-fuel-based electricity through renewable energy. A 199.98 kWp rooftop solar plant has generated over 1.13 million kWh since 2020, with an additional 300.84 kWp solar system under installation.

Energy-Efficient Technologies

Investments in energy-efficient HVLS fans and other VFD-driven systems further reduce electricity consumption.

Fire and Emergency Pollution Mitigation

Innovations such as CO_2 flooding systems for electrical panels enhance fire safety while preventing pollutant release, reinforcing Indutch's proactive approach to environmental management.



WATER CONSERVATION, REUSE, AND QUALITY MANAGEMENT

Smart Water Stewardship

At Indutch Composites Pvt. Ltd., responsible water management is embedded across all manufacturing and utility operations. The company follows a closed-loop and resource-efficient approach to ensure every drop of water is utilized optimally, aligning with its environmental sustainability goals and national water conservation priorities.

Water Reclamation and Internal Reuse

Indutch has implemented operational systems to reclaim and reuse water from multiple internal streams — including condensate recovery from air compressors, rinse-water collection from cleaning lines, and treated effluent from the ETP. Recovered water is reused for cooling tower makeup, floor cleaning, and landscape irrigation, significantly reducing freshwater dependence.

Water Accounting and Periodic Audits

To continuously improve water efficiency, Indutch conducts annual water accounting and third-party water audits. These assessments map water inflow, usage, and discharge across processes, identifying points for reuse and reduction. Findings from audits are integrated into the company's Environmental Management System (EMS), resulting in measurable efficiency gains and data-driven target setting for water intensity reduction.

Efficient and Recyclable Cooling Systems

The company employs closed-loop water cooling systems in production and curing areas, minimizing make-up water requirements. In addition, air-cooled chillers and hybrid cooling methods have been adopted to reduce evaporation losses. These systems enable continuous recycling of cooling water and maintain process temperatures with minimal water footprint.

Water-Efficient Cleaning and Painting Operations

Water consumption during painting, resin mixing, and equipment cleaning is minimized through the use of high-pressure, low-flow cleaning systems and optimized rinsing sequences. Wash water and cleaning solutions are recovered and filtered for reuse wherever feasible. Indutch's lean manufacturing initiatives also emphasize dry cleaning methods and controlled batching to further curtail wash-water generation.

Wastewater Monitoring and Compliance

All process effluent is treated in a dedicated Effluent Treatment Plant (ETP) equipped with sedimentation, biological treatment, and tertiary filtration. The treated water quality is monitored through monthly wastewater analysis by NABL-accredited laboratories to ensure compliance with CPCB and GPCB standards. Results are documented and reviewed under the company's EHS management program to ensure continual compliance and environmental protection.

Rainwater Harvesting and Groundwater Recharge

Indutch has installed a rainwater harvesting system across its facility rooftops and paved areas. Collected rainwater is filtered and directed into underground recharge pits and storage tanks for non-process use such as gardening and sanitation. This initiative strengthens the site's water resilience and contributes to local aquifer replenishment, particularly during monsoon months.

Empowering a Water-Responsible Future

Through integrated measures combining technology, process optimization, and employee awareness, Indutch Composites continues to advance towards zero liquid discharge (ZLD) readiness. Its holistic approach ensures not only compliance with environmental standards but also long-term conservation of natural water resources, fostering sustainable manufacturing practices, operational resilience, and a culture of environmental stewardship across all facilities and workforce levels.



RESOURCE EFFICIENCY, HAZARDOUS SUBSTANCE MANAGEMENT, AND WASTE REDUCTION

Sustainable Materials and Hazardous Substance Management:

At Indutch Composites Pvt. Ltd., responsible material use, safe handling of hazardous substances, and systematic waste reduction are key pillars of our sustainability approach. These practices minimize our environmental footprint while safeguarding our employees, communities, and the planet.

Integrating Recovered and Eco-Friendly Materials:

Indutch actively incorporates recovered and recyclable inputs into its manufacturing processes, reducing reliance on virgin resources. In addition, the company has steadily transitioned to bio-based resins and natural fibers, lowering carbon intensity and promoting more sustainable production practices. These material choices are carefully evaluated to balance operational efficiency with environmental responsibility.

Environmental Emergency Preparedness:

Robust emergency preparedness measures ensure the safety of people and operations. This includes spill response protocols, fire safety systems, and renewable energy backup solutions. The company's renewable energy initiatives, including a 200 kWp solar plant generating over 1.13 million kWh since 2020 and a 300 kWp system currently under implementation, further enhance operational resilience while supporting sustainability goals.

Safe Handling, Storage, and Transportation of Hazardous Substances:

All hazardous substances are managed with the utmost care. MSDS-based labeling, secure storage with secondary containment, and responsible transport practices are strictly enforced. These measures ensure compliance with regulatory standards while minimizing risks to employees and the environment.

Employee Training on Hazardous Materials Management:

Indutch prioritizes workforce awareness and competence through regular EHS training programs. Employees are trained on the safe handling, storage, and disposal of hazardous substances, reinforcing a culture of safety and environmental stewardship across all operations.

Specialized Treatment and Disposal of Hazardous Wastes:

Hazardous wastes such as solvents, sludge, and other industrial residues are routed exclusively to authorized recyclers and TSDF facilities for safe treatment and disposal. This ensures compliance with environmental regulations and prevents contamination or unintended release into the environment.

Substitution with Less Hazardous Materials:

High-VOC and toxic substances are being phased out in favor of safer, water-based alternatives, while eco-friendly lubricants are used for maintenance of equipment such as HVLS fans. These substitutions reduce environmental and health risks, supporting cleaner and safer operations.

Reducing Hazardous Substance Generation:

Manufacturing efficiency initiatives, including lean production techniques and digital monitoring of resin mixing, minimize off-spec waste and reduce the generation of hazardous substances. This proactive approach contributes to both operational efficiency and environmental protection.

Eliminating Persistent Organic Pollutants

Indutch enforces a strict ban on Persistent Organic Pollutants (POPs) across its supply chain. Compliance is validated through audits and adherence to REACH standards, ensuring that operations remain safe for people and the environment.



INTEGRATED WASTE MANAGEMENT AND RESOURCE EFFICIENCY PRACTICES

At Indutch Composites Pvt. Ltd., minimizing internal waste and maximizing resource efficiency are central to our operations. We are committed to reducing waste through structured strategies for material reuse, recovery, and repurposing, ensuring that valuable resources are diverted from landfills wherever possible. Continuous monitoring of waste generation, recycling rates, and reduction targets supports ongoing improvements in sustainable operations.

Circular Economy through Material Reuse and Recovery:

Excess raw materials, including resin and glass fiber offcuts, are reused in secondary applications, while production scrap is collected for recovery processes that reintegrate constituents into manufacturing or external recycling networks. Certain by-products and composite offcuts are repurposed for internal tooling, prototype development, or non-critical parts, extending their lifecycle. Expired or spilled chemicals are carefully handled and disposed of through authorized channels, preventing contamination and ensuring compliance with regulatory standards.

Employee Training and Awareness:

Employee engagement is a key pillar of effective waste management at Indutch. Regular training sessions build awareness on proper segregation and handling of various waste streams, including recyclable, non-recyclable, and hazardous materials. Employees receive specific guidance on managing composite scrap, glass fiber offcuts, and chemical residues to ensure they are directed toward reuse, recovery, or safe disposal. Practical demonstrations and refresher sessions reinforce correct practices and embed sustainability principles across operations.

Structured Segregation and Disposal:

Waste management is carried out through a systematic process of segregation and disposal across defined streams. Dedicated systems separate recyclable and non-recyclable materials, including wood waste, glass, plastic, scrap metals, electrical wires, and electronic waste. Composite offcuts and resin scrap are either reused internally or repurposed for tooling and prototypes. Hazardous waste, such as expired chemicals, is securely stored, labeled, and disposed of through authorized vendors. Detailed work instructions and monitoring systems ensure correct handling and regular audits confirm compliance with company standards and environmental regulations.

Comprehensive Waste Stream Mapping:

Indutch has implemented a robust waste stream mapping system to maintain traceability and optimize management. All waste is tracked from its source through to final recovery, recycling, or authorized disposal. Composite scrap and glass fiber offcuts are either reused internally or sent to certified recycling partners, while wood, metals, and electrical wires are recovered for reuse. Plastics and glass are separated for recycling, and electronic waste is securely stored for certified e-waste handlers. Hazardous materials, including expired resins and spill residues, are managed in strict compliance with regulations. This mapping process, supported by employee training and audits, enables continuous improvement and strengthens circular practices.

Supplementary Waste Management Measures:

Beyond standard segregation and recycling, Indutch employs additional measures to reinforce environmental stewardship. Hazardous waste is never released into drains or general waste streams; it is stored in sealed, labeled containers and managed exclusively by authorized handlers. Spill control kits are deployed at worksites to contain accidental leaks, preventing contamination and material loss. Regular environmental audits verify adherence to protocols and highlight opportunities for improvement. Ongoing employee guidance prevents unsafe behaviors, such as mixing incompatible chemicals or leaving wastes unattended. These supplementary actions ensure safe operations and sustainable waste management.



SUSTAINABLE PRODUCT DESIGN AND CIRCULAR ECONOMY

At Indutch Composites Pvt. Ltd., we are committed to designing and delivering products that minimize environmental impact throughout their entire lifecycle-from production and use to repair, recycling, and end-of-life management.

Integrating Environmental Considerations in Product Design

At Indutch Composites Technology Pvt. Ltd., environmental sustainability is central to our product design and development. We focus on minimizing the environmental impacts of our products during their entire use phase. While formal Life Cycle Assessment (LCA) studies are still in progress, our PS & SS Precast Carbon Beam Mould B115 demonstrates concrete design interventions that reduce environmental impacts. The mould features an inbuilt heating layout to enhance thermal efficiency and reduce energy losses during curing, lowering indirect greenhouse gas emissions. Its robust construction and long lifespan reduce the need for frequent replacements, conserving both materials and energy. Additionally, a modular design with bolted connections allows for easy disassembly at end-of-life, supporting recycling and material recovery. Responsible sourcing practices further ensure that hazardous substances are avoided in electrical and electronic components. Collectively, these measures highlight Indutch's proactive approach to reducing resource use, energy consumption, and waste generation.

Extending Product Life Through Proper Use and Maintenance

We recognize that extending the useful life of products requires clear guidance for both employees and customers. To this end, 100% of our employees are trained on environmental practices, including energy and greenhouse gas management, water conservation, air pollution prevention, and waste reduction. This ensures that our workforce has the technical knowledge to operate, store, and maintain products in ways that minimize environmental impact. Customers are supported through comprehensive user manuals, training modules, and maintenance programs that cover operating conditions, preventive maintenance schedules, and safe storage protocols. Supplier ESG audits reinforce best practices such as waste segregation, safe handling of hazardous materials, and pollution control, ensuring that materials are used efficiently and emissions are minimized. By equipping employees and customers with these resources, Indutch fosters responsible product use while advancing circular economy practices.

Eco-Design for Resource Efficiency

Indutch integrates eco-design principles to minimize the resources required during product operation. The PS & SS Precast Carbon Beam Mould B115, for example, features an optimized heating layout that reduces heat loss during curing, lowering electricity consumption while maintaining performance. Its durable construction reduces the need for frequent replacement, conserving materials and energy. Modular components and bolted connections allow for simple repair and refurbishment, extending product life and reducing the need for new raw materials. These design choices collectively reduce energy and material inputs during the product lifecycle, reflecting Indutch's commitment to sustainable and resource-efficient manufacturing.

Supporting Repair and Maintenance

We provide tools and programs to help customers extend product lifespan through repair and maintenance. The B115 mould includes preventive maintenance schedules, inspection checklists, and service record templates that enable proactive monitoring of equipment health. Technical drawings and reference documents act as diagnostic tools, allowing qualified technicians to identify faults and perform repairs safely and efficiently. The modular design allows worn components to be replaced without dismantling the entire system, encouraging repair over replacement. Where specialist intervention is required, we recommend qualified experts to ensure safety and maximize the recovery and reuse of components. By providing guidance, diagnostic resources, and repair-friendly designs, Indutch helps customers reduce resource consumption and minimize waste.

Enhancing Operational Efficiency and Minimizing Wear

Design innovations at Indutch also focus on reducing friction and heat loss during product operation. The inbuilt heating layout of the B115 mould ensures efficient thermal management, lowering energy demand while maintaining consistent curing performance. Its robust structural design and modular assembly reduce mechanical stress on components, limiting wear and friction during use. While advanced friction-reducing technologies like low-shear coatings or zero-backlash gearboxes are not currently implemented, our optimized heating system and durable modular structures demonstrate a strong commitment to reducing operational inefficiencies and supporting sustainable product use.

END-OF-LIFE PRODUCT MANAGEMENT AND CIRCULAR ECONOMY PRACTICES

Advancing Circular Economy and End-of-Life Stewardship:

At Indutch Composites Technology Pvt. Ltd., we recognize that our responsibility extends beyond the manufacturing stage to the full lifecycle of our products. By integrating circular economy principles into our operations, we ensure that durable solutions such as the PS & SS Precast Carbon Beam Mould B115 are designed, used, and retired in ways that minimize environmental impact and maximize resource recovery. Through partnerships, innovation, and structured recovery programs, we are building systems that extend material life, reduce landfill waste, and conserve natural resources.

Collaborative End-of-Life Partnerships:

End-of-life (EOL) management at Indutch is a collaborative process undertaken with external stakeholders. We work closely with a national Producer Responsibility Organization (PRO) to comply with Extended Producer Responsibility (EPR) regulations and ensure effective collection and recycling. Partnerships with leading research institutions, such as the Institute for Sustainable Manufacturing, help advance material recovery technologies, while our membership in The Industrial Re-Use Alliance promotes best practices in component reuse and remanufacturing. Internally, disposal processes are carefully managed by certified recycling and recovery partners with expertise in industrial materials.

Enabling Responsible Disposal and Circular Material Flow:

Customers and end-users are guided to adopt responsible disposal practices that promote circular material flows and reduce environmental burdens. We provide clear instructions for returning and segregating used moulds, composite tooling, and associated equipment, ensuring that resins, glass fiber, metals, and plastics are directed to authorized recyclers rather than landfills. In collaboration with certified waste handlers, we ensure that hazardous residues and by-products are treated safely and in compliance with regulations. By facilitating responsible return and recovery, Indutch extends the usable life of resources and reduces reliance on virgin raw-materials.

Structured Handling of Electrical and Electronic Components:

The responsible management of electrical and electronic components forms a critical part of our lifecycle approach. Key components—including panels, heating layouts, and control systems—are designed with traceability in mind and labeled for ease of identification. Modular assemblies and bolted joints replace permanent bonding techniques, allowing disassembly without damaging parts. Segregated materials—metals, plastics, and electronic elements—are channeled to authorized recyclers, while hazardous substances such as oils and greases are safely treated through regulatory-compliant methods. This structured approach supports a resilient circular economy by recovering valuable resources while minimizing waste.

Phasing Out Hazardous Substances:

Our product design philosophy prioritizes the elimination of hazardous substances. For the PS & SS Precast Carbon Beam Mould B115, non-hazardous alternatives have been adopted in place of lead, mercury, cadmium, and other restricted materials. Combined with modular designs and standardized labeling, this ensures that dismantling is safe and that components such as steel and plastics are recycled responsibly. Oils, greases, and operating fluids are handled through specialized treatment systems, further reducing environmental risks.

Designing for Disassembly and Remanufacturing:

Indutch emphasizes design for circularity, ensuring products are built with disassembly and reuse in mind. Our Component Recovery and Circularity Program allows for efficient recovery and recycling of electrical and electronic components, supported by clear labeling that provides details on safe handling, composition, and recycling protocols. Certified recycling facilities dismantle and sort materials, while valuable resources—such as metals and plastics—are reintroduced into manufacturing cycles. This program not only ensures compliance with global e-waste directives but also reinforces our commitment to resource efficiency.

Take-Back and Buy-Back Initiatives:

To close the loop, Indutch has introduced structured take-back and buy-back programs for moulds, tooling, and associated equipment. Customers may return products at no cost or under a buy-back arrangement, depending on condition and recovery potential. Returned items undergo expert evaluation to determine whether they should be refurbished, remanufactured, recycled, or safely disposed of. Refurbished and remanufactured components extend product lifespans, while non-recoverable elements are responsibly dismantled and sent to certified recycling streams. Special care is given to oils, greases, and hazardous residues, ensuring that disposal aligns with environmental regulations.

SOCIAL



HUMAN RIGHTS & LABOUR PRACTICES (DEI, NO FORCED/CHILD LABOUR, H&S)

Social Policy:
(GRI 2 | GRI 3 | GRI 401 | GRI 419)

At Indutch Composites Technology Pvt. Ltd., we uphold labor and human rights by ensuring fair treatment, non-discrimination, and safe working conditions in line with global and local standards.

Key Focus Area:

Employee Health and Safety

We support employee well-being through work-life balance policies, the right to disconnect, enhanced social benefits, and flexible working arrangements.

Qualitative Targets: Commit to providing fair wages and compensation packages that reflect the value of employees' contributions to the manufacturing process of composites.

Quantitative Target: Achieve a 10% improvement in work-life balance satisfaction among employees by 2025 from the baseline 2022.

Labor Relation

We promote fair treatment and equality through joint consultative committees, collective bargaining, and non-discrimination practices.

Qualitative Targets: Conflict Resolution & Collective Bargaining: Facilitate regular dialogue between management and employee representatives to address concerns, resolve conflicts, and ensure fair collective bargaining for all employees.

Quantitative Target: Achieve a 20% rise in collective bargaining agreements signed by 2025 from the baseline 2022.

Career Management

We ensure fair hiring, transparent evaluations, and compassionate, legally compliant layoff practices that support employees.

Qualitative Targets: Ensure recruitment processes prioritize diversity and inclusion, fostering a workforce reflective of varied backgrounds and perspectives.

Quantitative Target: Achieve a 15% reduction in recruitment bias through structured interview processes by 2025 from the baseline 2022.

Child and Forced Labor:

We enforce zero tolerance for child and forced labor through strict age checks, audits, grievance channels, and training for employees and suppliers.

Qualitative Targets: Implement robust screening and verification processes to ensure that all employees hired are above the legal working age and not subject to child labor.

Quantitative Target: Achieve zero instances of child and forced labor by 2025.

Diversity, Equity & Inclusion:

We promote diversity and equality through anti-discrimination policies, fair hiring, employee resource groups, and diverse supplier partnerships.

Qualitative Targets: Foster a culture of respect and acceptance where all employees feel valued regardless of their background, ensuring that diversity is celebrated throughout the organization.

Quantitative Target: Achieve a 30% reduction in gender pay gap across all levels of the organization by 2025 from the baseline year 2022.



HUMAN RIGHTS & LABOUR PRACTICES (DEI, NO FORCED/CHILD LABOUR, H&S)

External Stakeholder Human Rights:

We ensure fair land acquisition, respect indigenous rights, and hold suppliers accountable for upholding human rights and property standards.

Qualitative Targets: Foster a culture of respect and acceptance where all employees feel valued regardless of their background, ensuring that diversity is celebrated throughout the organization.

Quantitative Target: Increase supplier compliance with human rights standards by 30% by 2025 from the baseline year 2022.

Discrimination and Harassment:

We ensure a respectful, inclusive, and safe workplace by preventing discrimination, promoting equality, training staff, and enforcing zero-tolerance for harassment.

Qualitative Targets: Incorporate anti-discrimination clauses in contracts with vendors, labor contractors, and third-party agencies.

Quantitative Target: Train 100% of plant-level employees (permanent and contractual) on discrimination and harassment awareness by 2025 from the baseline year 2022.

Review Mechanism:

The HR Manager, with key department representatives, will annually review progress on labor and human rights objectives. Adjustments or improvements will be made as needed based on review findings.

Responaibility

The CEO champions the company's commitment to fair labor practices, upholding a zero-tolerance stance on human rights violations, and supporting periodic policy reviews. The Human Resources Manager oversees the Labor & Human Rights Policy's implementation, ensures compliance, and addresses employee relations concerns. The Compliance Officer monitors adherence to labor rights standards across operations, promptly and confidentially investigates complaints, and ensures reporting and redressal mechanisms are in place. Finally, all levels of Management and Employees are responsible for adhering to these standards and promoting safe, ethical working conditions.

> Every human deserves dignity, equity, and safety —no exception.



WORKPLACE HEALTH, SAFETY, AND WELL-BEING AT INDUTCH COMPOSITES PVT LTD

GRI-402 | GRI-403 | GRI-404 | GRI-408 | GRI 409

Our Commitment:

At Indutch Composites Pvt. Ltd., we are committed to maintaining a safe, healthy, and supportive work environment. Safety is integrated into all our processes through systematic risk assessment, preventive measures, and continuous improvement. Our focus extends across physical, chemical, ergonomic, and environmental factors, ensuring that both people and operations thrive in harmony.







Commitment to Safety and Risk Management:

At Indutch Composites Pvt. Ltd., we remain committed to maintaining a safe, healthy, and supportive work environment where safety is treated as a continuous priority. Our approach begins with regular risk assessments across physical, chemical, ergonomic, and environmental factors. These evaluations enable us to identify potential hazards, determine their impact on employee well-being, and establish practical controls such as protective equipment, safe work practices, procedural adjustments, and targeted training. By revisiting these assessments periodically to address operational changes, new materials, or evolving workplace conditions, we ensure that risk management remains proactive and dynamic.

Emergency Preparedness and Response:

Emergency preparedness is an integral part of our safety culture. A structured Emergency Action Plan has been established to safeguard employees, contractors, and visitors against incidents such as fires, chemical spills, equipment accidents, explosions, falls, and injuries. Hazardous areas are governed by MSDS-based SOPs, and fire extinguishers, spill kits, and first aid stations are strategically located throughout our facilities. Roles and responsibilities are clearly defined—management allocates resources, supervisors lead evacuations, employees comply with safety procedures, and the EHS Officer coordinates with external authorities. To strengthen readiness, fire and evacuation drills are conducted twice a year, chemical handling training is provided quarterly, and safety refreshers are organized annually. Emergency contacts are prominently displayed across all sites, and the plan is reviewed annually to drive continuous improvement.

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Transparent Grievance and Reporting Mechanism:

We empower employees to raise health and safety concerns through a transparent grievance and reporting mechanism. As outlined in our Labor and Human Rights Policy, workers are encouraged to report concerns anonymously and without fear of retaliation. Issues may first be raised with supervisors or safety officers, and if unresolved, can be escalated to HR via communication.hrd@indutch.in. Each complaint is investigated thoroughly, and corrective measures are promptly implemented to maintain trust and uphold workplace safety.

Equipment Safety and Preventive Maintenance:

Our equipment safety practices go beyond compliance, embedding preventive maintenance and inspection into our operational philosophy. Skilled teams equipped with advanced instruments carry out routine checks to ensure machinery remains safe, reliable, and efficient. This not only prevents accidents but also secures product quality, reflecting our dual commitment to employee well-being and manufacturing excellence.

Employee Health Monitoring:

Employee health is further protected through a structured monitoring program that includes regular medical check-ups for all staff, with particular attention given to those exposed to chemicals, machinery, or elevated noise levels. Early detection of risks enables timely treatment, protecting long-term well-being and reinforcing our belief that our people are our most valuable asset.

Ergonomics and Workplace Comfort:

Complementing this, our ergonomics program minimizes repetitive strain injuries by continuously optimizing workstations, tools, and processes. Employees are encouraged to take micro-breaks and engage in stretching exercises to maintain circulation and reduce fatigue, ensuring that efficiency and comfort go hand-in-hand.

Mental Health and Well-Being:

Complementing this, our ergonomics program minimizesRecognizing the significance of mental health, we foster a culture that prioritizes psychological well-being. Our open-door policy and confidential reporting channels empower employees to raise concerns about stress or workload without hesitation. Measures such as flexible arrangements, leadership training to recognize early signs of stress, and access to professional support ensure mental health is addressed proactively. Where required, temporary adjustments in responsibilities are provided to support recovery and well-being.
repetitive strain injuries by continuously optimizing workstations, tools, and processes. Employees are encouraged to take micro-breaks and engage in stretching exercises to maintain circulation and reduce fatigue, ensuring that efficiency and comfort go hand-in-hand.

Hazardous Substances Management:

Exposure to hazardous substances is managed through a multi-layered strategy combining the mandatory use of PPE such as gloves, goggles, and respirators, comprehensive training on safe handling and disposal, and engineering controls like ventilation and process design. These practices protect both workers and the surrounding environment from risks associated with composite manufacturing.

Noise Monitoring and Control:

Noise exposure is also addressed with equal focus through regular monitoring, engineering controls such as HVLS fans and sound-dampening barriers, administrative measures to limit exposure time, and provision of earmuffs or noise-cancelling earplugs as standard PPE. Training sessions, awareness posters, and periodic EHS audits reinforce safe practices and promote continuous improvement.

Inclusive Safety for Contractors and Subcontractors:

Our safety standards extend beyond direct employees to include contractors and subcontractors. All individuals on-site are required to undergo hazard training, wear appropriate PPE, and comply with safety checks, ensuring that our safety culture is consistent and inclusive across operations.

Embedding Safety into Sustainability:

Through these integrated measures—spanning emergency planning, equipment care, health monitoring, ergonomics, mental well-being, hazardous substance control, noise management, and contractor safety—Indutch continues to strengthen its workplace health and safety practices. By embedding safety into every layer of operations, we protect people, safeguard processes, and reinforce our long-term sustainability journey

Compensation, Rewards, and Benefits:

Our company provides a transparent and fair remuneration system to ensure employees understand their compensation and growth opportunities. Beyond basic HR communications, we offer a clear breakdown of an employee's total pay, which includes their base salary, a performance-based bonus, and other financial benefits. We believe in rewarding our employees' hard work through a bonus system that links to both individual and company performance. To support financial growth, we have a structured salary advancement process that is discussed during annual performance reviews, which serve as a

WORKPLACE HEALTH, SAFETY, AND WELL-BEING AT INDUTCH COMPOSITES PVT LTD

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platform for setting goals and recognizing accomplishments. By promoting continuous skill development and prioritizing internal promotions, we ensure a clear path for career and financial growth within the company.

Overtime and Atypical Work Hours:

At Indutch Composites Pvt. Ltd., we have a clear policy for compensating employees for overtime and other atypical working hours. The company ensures that staff working overtime, or on atypical shifts like weekends or holidays, will receive extra pay, often at a premium rate such as double their regular hourly wage, to properly acknowledge the additional time and effort.

Fair Wages

We ensure wages are adequate by regularly reviewing and monitoring compensation against local economic conditions, including inflation, cost of living, and industry averages, as well as external benchmarks. Our approach goes beyond compliance with minimum wage laws, incorporating employee feedback and internal assessments to ensure fairness, competitiveness, and alignment with workforce needs, fostering motivation and well-being across the organization.

Family Support and Inclusive Programs:

Our company is dedicated to fostering a supportive and fair work environment that accommodates the diverse family and personal needs of our employees. Our commitment is demonstrated through a variety of policies and benefits, including comprehensive leave options such as Maternity Leave and Paternity Leave. We provide crucial social protections, including access to creches, Health Insurance Coverage, and benefits through the Employees' State Insurance Corporation (ESIC), which offers economic security to employees and their dependents. Additionally, our Equal Employment Opportunity policy prohibits discrimination based on "family responsibilities" and "sex including pregnancy," ensuring a non-discriminatory and inclusive workplace. We further support work-life balance by offering "Flexible Shift" options for certain roles, allowing employees to adjust their schedules to better manage personal and care-related duties.

Flexible Work Models and Scheduling:

We offer several flexible work arrangements to help employees achieve a better work-life balance. This includes Part-Time Employment, defined as working less than 48 but no less than 24 hours per week. We also provide Variable Work Schedules, such as a Flexible Shift for employees at the "Section Head & Above Grade," which allows for no fixed shift timings as long as the employee completes an eight-hour workday. Similarly, the "Installation & Service Team" can utilize a Site Service Shift, offering a flexible schedule to complete their eight-hour duties. The document specifies that employees can request to vary their work schedules to accommodate personal responsibilities, with the final approval resting with their supervisor and the Director.

Employee Health Protection and Medical Coverage:

Our company offers health care coverage to employees through several channels. Eligible full-time and part-time employees not covered under ESIC are provided with individual health insurance benefits through a Group Mediclaim Policy, which begins after their first full month of employment. Additionally, all employees, including temporary and contractual ones, are covered by a Workmen's Compensation policy to provide benefits for accidents that occur while on duty. Furthermore, the company aligns with the legal framework of the Employees' State Insurance Corporation (ESIC), which provides economic security to insured employees and their dependents in cases of sickness, maternity, and injury.

Workplace Experience & Engagement Survey:

At Indutch Composites Pvt. Ltd., we believe that employee feedback is essential for building a positive, supportive, and productive workplace. To capture employee perspectives, we conduct an annual Employee Satisfaction Survey covering topics such as compensation, working conditions, health and safety, leadership, training opportunities, and work-life balance. The survey is anonymous and confidential, encouraging honest input without fear of retaliation. Results are analyzed by HR and management, with key findings shared transparently with employees. Action plans are then developed to address identified concerns, ensuring continuous improvement in workplace culture, employee engagement, and overall well-being.

Confidential Grievance and Reporting Mechanism:

Our company's grievance mechanism is designed to be accessible, confidential, and non-retaliatory. To ensure accessibility, complaints can be submitted in English, Hindi, or a regional language, and forms for reporting sexual harassment are available both at the security office and on the HRMS Portal. The company guarantees non-retaliation, explicitly protecting employees from victimization or dismissal for reporting genuine concerns about malpractices. Finally, confidentiality is a key component, with all reports, including those for harassment, investigated as "discreetly and confidentially as practicable" through private interviews and discreet discussions.

CHILD LABOR, FORCED LABOR & HUMAN TRAFFICKING MEASURES

Impact Assessment and Prevention of Child Labor, Forced Labor, and Human Trafficking :

At Indutch Composites Pvt. Ltd., the risks of child labor, forced labor, and human trafficking are addressed through a comprehensive human rights due diligence framework integrated within ESG practices. Structured impact assessments are conducted across operations and the supply chain to identify and mitigate potential risks, considering both company exposure and the severity of harm to employees. Internal compliance reviews and third-party ESG audits examine adherence to legal minimum working-age requirements, wage and benefit adequacy, working-hour regulations, and overall labor conditions. Child labor is treated as a zero-tolerance risk due to its irreversible harm, while forced labor and human trafficking risks are monitored through wage verification, working-hour compliance, supplier audits, employee verification, and whistleblower protections. No incidents have been reported to date, but these measures ensure continuous vigilance and alignment with international labor standards.

Stakeholder Engagement and Training:

Recognizing the critical role of stakeholder engagement, Indutch consults with potentially affected groups, including contract workers, migrant laborers, and other vulnerable employees, through grievance mechanisms, feedback sessions, and open communication channels. Insights from supplier audits and community interactions are integrated into risk assessments to identify early warning signals of exploitative practices. Employee training forms a core component of prevention, with sessions conducted to raise awareness on minimum working age, forced labor indicators, and procedures for reporting concerns through grievance or whistleblower mechanisms. Training emphasizes practical scenarios, especially for vulnerable groups, and refresher courses ensure ongoing vigilance.

Hiring Practices and Age Verification:

Strict recruitment protocols prevent the employment of underage workers. Candidates must provide valid government-issued identification, such as birth certificates, Aadhaar cards, or school leaving certificates, which are verified by trained HR personnel. Original documents are returned immediately, with copies stored securely with the employee's consent. Additional safeguards are in place for young workers

Safeguards Against Forced Labor:

To prevent forced labor, Indutch prohibits the retention of employee identification documents and ensures that all HR staff and supervisors follow strict protocols. Employees retain full control over their personal documents, minimizing dependency or coercion risks. Security personnel are trained to respect human rights and maintain employee dignity, with clear limits on the use of force and protocols preventing harassment or restrictions on movement. Regular audits and monitoring ensure that these safeguards are consistently applied.

Monitoring, Audits, and Internal Controls:

Monitoring of internal controls is central to the effectiveness of Indutch's human rights measures. The company conducts periodic internal audits to verify compliance with legal working-age requirements, fair wage practices, and working-hour regulations. These are supplemented by third-party ESG audits that independently review recruitment, grievance mechanisms, and supplier practices. HR records, including age verification documents and employment contracts, are checked regularly to ensure adherence to zero-tolerance policies. Findings are documented, and corrective or preventive actions are implemented promptly to close gaps and strengthen controls.

Grievance Mechanisms and Remediation:

Indutch has established accessible and confidential grievance mechanisms for employees, contract workers, and other stakeholders to report suspected violations of child labor, forced labor, or human trafficking without fear of retaliation. Reports are promptly investigated, and corrective actions are implemented where necessary. Complementing this, a formal remediation procedure supports affected individuals by providing immediate assistance, such as medical care, counseling, safe accommodation, and basic necessities, alongside long-term measures including educational, vocational, or livelihood support. Monitoring and documentation of these actions ensure transparency, effectiveness, and continuous improvement.

SOCIAL DIALOGUE MEASURES

Indutch maintains a formal and recognized employee representative body, the Works Committee, to facilitate collective bargaining, consultation, and other forms of engagement on behalf of all employees. This committee ensures a transparent and collaborative environment by providing a channel for regular, two-way communication between management and the workforce on a variety of topics, including working conditions, wages, and safety, with 100% of the company's employees covered by these arrangements.

Employee Representatives and Collective Bargaining:

At Indutch, we believe that open dialogue and transparent communication are crucial for a healthy and productive workplace. To ensure all employees have a voice, we formally recognize and engage with an official employee representative body.

The Works Committee:

Indutch has an established Works Committee that serves as the official employee representative body, ensuring structured dialogue between employees and management. The committee plays a key role in collective consultation and engagement, representing 100% of our workforce through elected representatives.

Through this mechanism, Indutch maintains two-way communication on critical matters such as working conditions, wages, safety, and employee welfare. This collaborative approach fosters transparency, trust, and mutual respect across the organization. Employee rights on working hours, overtime, and leave are safeguarded through strict compliance with labor laws and open communication channels. Regular discussions with worker representatives ensure that policies on overtime, rest periods, and paid leave align with both regulatory norms and employee well-being. While a formal Collective Bargaining Agreement is not separately documented, Indutch upholds its spirit by promoting inclusive participation, fair labor practices, and continuous engagement, reflecting our alignment with international labor standards and commitment to employee welfare.

Collective Bargaining and Employee Relations

Indutch Composites Pvt. Ltd. ensures fair and transparent employee representation through an established Works Committee and a formally signed Collective Bargaining Agreement (CBA). The agreement, concluded between management and elected employee representatives, remains valid and compliant with national labour laws. This framework enables 100% workforce coverage under structured dialogue on working conditions, wages, safety, and welfare. Regular meetings foster two-way communication, ensuring timely resolution of issues and continuous improvement in employee well-being.

Through this agreement, Indutch reaffirms its commitment to fair labour practices, legal compliance, and inclusive engagement, reflecting the principles of collective bargaining and respect for every employee's rights.

Agreement on Discrimination and Harassment

Indutch Composites Pvt. Ltd. maintains a signed agreement with employee representatives affirming zero tolerance for discrimination and harassment. Concluded in line with national labour and equality laws, the agreement—currently valid—ensures equal opportunity, dignity, and safe working conditions for all.
Through the Works Committee and Internal Complaints Committee, employees are represented in preventing and addressing concerns, reinforcing Indutch's commitment to a respectful, inclusive, and legally compliant workplace.

Collectively Bargained Wages:

At Indutch Composites Technology Pvt. Ltd., wages and salaries are regulated through a formal agreement between management and the Employee Committee, in accordance with national labour laws. The agreement ensures fairness, transparency, and equal pay for equal work, with wages determined by education, skills, and performance. Employees are paid monthly via bank transfer on or before the 7th, ensuring financial reliability. Annual wage revisions are based on productivity, attendance, skills, EHS compliance, and conduct, reflecting Indutch's commitment to fair compensation and continuous performance growth.

Employees demonstrating exceptional performance or possessing critical skills may receive higher revisions. Additionally, performance-based incentives are provided to supervisory staff based on measurable targets. This agreement, signed and renewed by both management and employee representatives, remains valid and actively implemented, providing assurance of fair and equitable wage practices.

Collective Bargaining on Career Management and Training:

At Indutch Composites Technology Pvt. Ltd., employee development and training are governed through a formal collective agreement concluded between the Company and the Employee Committee in accordance with national labor laws. The agreement, duly signed and valid within its current period, assures structured programs for skill assessment, training, and career management. Employees receive training internally or via external experts at no personal cost, with assessments covering written tests and on-the-job demonstrations. The agreement ensures fair opportunities for career growth through job rotations, promotions, transfers, and multiskilling, supported by increments and incentives. It also establishes transparent procedures for addressing underperformance, including documented proof, training opportunities, job shifts, and written warnings before disciplinary action. This framework provides assurance that training, growth, and career management are systematically implemented, aligning organizational goals with employee aspirations.

CAREER MANAGEMENT

Employee Health & Safety Agreement

Indutch Composites Pvt. Ltd. maintains a formally signed agreement on employee health and safety, concluded between management and elected representatives of the Works Committee, in full compliance with national labour laws. The agreement—valid within the current period and endorsed by both parties—demonstrates our shared commitment to creating a safe and healthy workplace for all employees. Under this framework, the company and employee representatives collaborate to review and strengthen safety protocols, PPE usage, emergency preparedness, and workplace hygiene. Regular meetings ensure that all identified risks are addressed through preventive measures and training programs. This ongoing and documented engagement provides assurance that Indutch's Health & Safety practices are actively implemented, monitored, and improved through collective participation and transparent dialogue, reinforcing our commitment to employee well-being and legal compliance.

Skills Development Program Tailored to Employee Needs:

At Indutch Composites Pvt. Ltd., skills development programs are designed to address the specific needs of employees and align with both individual growth and organizational objectives.

Structured onboarding ensures that new employees quickly adapt to workplace requirements, while targeted safety training and technical upskilling sessions equip workers to perform their tasks with confidence and competence Training needs are identified through regular performance evaluations, employee feedback, and evolving operational requirements, ensuring that programs remain relevant and responsive. Participation in training is actively encouraged and supported, and outcomes are measured to assess effectiveness and continuous improvement. By tailoring its skills development initiatives to employee needs, Indutch fosters professional growth, enhances workforce capabilities, and strengthens overall organizational performance.

Regular Assessment of Individual Performance:

At Indutch Composites Pvt. Ltd., regular assessment of individual employee performance is an integral part of workforce management and continuous improvement. Employees undergo structured evaluations that measure their technical competence, adherence to safety protocols, and contribution to organizational goals. These assessments help identify strengths, highlight areas for improvement, and inform decisions on training, upskilling, and career development opportunities

Feedback sessions are conducted to ensure transparency and to provide employees with guidance on how to enhance their performance. By systematically monitoring and evaluating individual performance, Indutch not only improves productivity and quality but also supports employee growth, motivation, and alignment with the company's long-term objectives.

Individual Development and Career Plan for All Employees:

At Indutch Composites Pvt. Ltd., employee growth is supported through structured individual development and career planning. Each employee is encouraged to work with supervisors and HR representatives to identify their career aspirations, strengths, and areas for improvement. Insights from regular performance assessments and skill evaluations are used to design personalized development pathways that include targeted training, upskilling opportunities, and mentorship support. These plans are reviewed periodically to ensure alignment with both employee goals and organizational needs, creating a balance between professional growth and business objectives. By offering all employees a clear roadmap for career progression and personal development, Indutch fosters a motivated, skilled, and future-ready workforce while strengthening its long-term talent pipeline.

Individual Development and Career Plan for All Employees:

At Indutch Composites Pvt. Ltd., employee growth and career progression are supported through structured individual development and career plans. Each employee is provided with opportunities to assess their current skills, identify areas for improvement, and set career goals in consultation with supervisors and HR representatives. These plans integrate insights from regular performance assessments and skill evaluations to define tailored learning and development pathways, including technical training, safety programs, and upskilling sessions. Periodic reviews are conducted to ensure that individual career plans remain aligned with evolving business needs and employee aspirations. By offering all employees a clear roadmap for personal and professional development, Indutch fosters a culture of continuous learning, enhances workforce motivation, and builds a strong talent pipeline to support the company's long-term growth.

Actions to Promote Internal Mobility:

At Indutch Composites Pvt. Ltd., internal mobility is promoted as a way to strengthen employee career growth and retain talent within the organization. Employees are encouraged to explore opportunities across functions and departments, supported by upskilling and cross-training programs that prepare them for new roles and responsibilities
Vacancies are first communicated internally, ensuring that existing employees are given priority

CAREER MANAGEMENT

consideration for advancement or lateral movement before external recruitment. Supervisors and HR representatives work closely with employees to identify career aspirations and provide guidance on potential internal pathways. Through performance reviews and individual development plans, suitable candidates are identified for internal promotions, project rotations, or specialized assignments. These measures not only enhance employee motivation and engagement but also ensure that organizational knowledge and skills are retained and leveraged effectively across different areas of the business.

them develop diverse skill sets. In addition, Indutch partners with external experts and training providers to deliver specialized technical sessions, ensuring that employees stay aligned with industry innovations and best practices These measures, combined with regular performance feedback and career planning discussions, ensure that training is not only role-specific but also contributes to long-term career growth and employee satisfaction. By embedding these additional actions into its people strategy, Indutch strengthens workforce capability, builds leadership potential, and supports sustainable employee development.



Other Actions to Promote Career Management and Training:

At Indutch Composites Pvt. Ltd., career management and training are supported not only through structured onboarding, upskilling, and safety programs but also through complementary initiatives that go beyond conventional training. Employees are provided with access to mentorship and coaching, enabling knowledge transfer from experienced staff to newer team members. The company encourages participation in cross-functional projects and job rotations, giving employees practical exposure to different roles and helping



WORKPLACE TRAINING ON RESPECT, DIVERSITY, AND INCLUSION

GRI-402 | GRI-403 | GRI-404 | GRI-408 | GRI 409

At Indutch Composites Pvt. Ltd., we believe that awareness and education are essential to creating a workplace and supply chain free from discrimination and harassment. To strengthen this commitment, we conduct regular training programs for employees and supplier partners focused on diversity, equity, inclusion, and respectful workplace practices. These sessions build awareness of what constitutes discrimination and harassment, outline reporting and grievance procedures, and reinforce Indutch's zero-tolerance policy for misconduct. Training also equips employees with practical tools to identify unconscious bias, intervene appropriately, and foster a culture of respect and dignity. Refresher programs, workshops, and case-based learning are integrated into our ongoing capacity-building efforts to ensure continuous improvement. By embedding such training into our organizational practices, Indutch promotes fairness, safeguards worker rights, and ensures that all employees and supplier staff operate in a safe, inclusive, and supportive environment.

Creating a Safe and Respectful Workplace at Indutch:

At Indutch Composites Pvt. Ltd., we are committed to maintaining a safe, respectful, and inclusive workplace where every employee feels valued. To prevent harassment in any form—verbal, physical, or psychological—we have established clear policies and proactive measures, including regular awareness and training programs, confidential reporting channels, and strict disciplinary actions for any confirmed cases. We also provide support services for affected employees and continuously monitor our workplace culture through audits and feedback to identify risks and improve practices. These steps ensure that Indutch remains a professional environment where all employees can work with confidence, dignity, and mutual respect.

Inclusive Employee Support Networks at Indutch:

At Indutch Composites Pvt. Ltd., we believe that every employee should have access to resources and communities that support their personal and professional growth. To foster this, we provide employee resource and support groups that are open to all, encouraging collaboration, mentorship, and peer support across the organization. These groups serve as safe spaces for sharing experiences, seeking guidance, and promoting diversity, inclusion, and well-being within the workplace. By participating in these networks, employees can connect with colleagues, gain insights, and contribute to building a stronger, more inclusive work environment at Indutch.

Empowering Connections: Open Support Networks at Indutch:

At Indutch, we are dedicated to creating an inclusive and supportive workplace where every employee feels connected and heard. To achieve this, we offer employee resource and support groups that are open to all team members, providing platforms for sharing experiences, seeking guidance, and building professional and personal connections. These networks encourage collaboration, mentorship, and peer support, while also promoting diversity, well-being, and a sense of belonging across the organization. By participating in these groups, employees can engage with colleagues, gain valuable insights, and contribute to a stronger, more inclusive culture at Indutch.

Inclusive Employee Support Networks at Indutch:

At Indutch, we are committed to fostering an inclusive workplace where every employee feels supported and connected. To promote collaboration, learning, and well-being, we provide employee resource and support groups that are open to all. These groups offer safe spaces for sharing experiences, seeking guidance, and building professional and personal connections. By engaging in these networks, employees can access mentorship, exchange ideas, and contribute to a more inclusive and positive work environment at Indutch.

Fostering an Inclusive Workplace for Employees with Disabilities:

At Indutch, we are committed to creating a workplace where employees with disabilities feel valued, supported, and empowered to contribute fully. To promote inclusion, we implement policies and practices that ensure accessibility, equal opportunities, and reasonable accommodations across all aspects of employment, from recruitment to professional development. We provide awareness and sensitivity training for all employees, establish accessible workspaces, and encourage participation in decision-making and workplace activities. Through these actions, Indutch strives to build an environment where employees of all abilities can thrive, collaborate, and achieve their full potential.

WORKPLACE TRAINING ON RESPECT, DIVERSITY, AND INCLUSION

GRI-402 | GRI-403 | GRI-404 | GRI-408 | GRI 409

Safe and Transparent Reporting for Workplace Concerns:

At Indutch, we are committed to maintaining a workplace free from discrimination and harassment. To ensure every employee feels safe and heard, we have established a clear and confidential grievance mechanism. Employees can report concerns through designated channels without fear of retaliation, and all complaints are treated with seriousness, impartiality, and prompt action. The mechanism includes structured procedures for investigation, resolution, and follow-up, along with support services for affected individuals. By providing this transparent process, Indutch reinforces its dedication to a respectful, inclusive, and professional work environment for all employees.

Support and Remediation for Employees Facing Discrimination or Harassment:

At Indutch, we are committed to ensuring that employees who experience discrimination or harassment receive timely and effective support. Our remediation procedures provide clear steps to address the concerns of affected employees, including confidential reporting, impartial investigation, and appropriate corrective actions. In addition, we offer counseling, guidance, and follow-up support to help employees navigate the situation and restore a sense of safety and well-being at work. These measures reflect Indutch's dedication to maintaining a respectful, inclusive, and supportive workplace for all.

Ensuring Equal Opportunities for Every Employee at Indutch:

At Indutch, we are committed to fostering a workplace where every employee has equal opportunities to grow, contribute, and succeed. To promote fairness and inclusivity, we implement unbiased recruitment and promotion practices, provide access to training and development programs, and encourage diverse perspectives in decision-making. Regular awareness initiatives and monitoring ensure that policies are applied consistently, and any barriers to equal participation are addressed promptly. Through these actions, Indutch strives to create an environment where all employees, regardless of background, can thrive and reach their full potential.



FAIR AND ADEQUATE WAGE PRACTICES

At Indutch, we are committed to closing the Living Wage gap by taking a range of proactive measures. We conduct regular analyses of employee wages against independent Living Wage benchmarks to identify gaps and inform targeted adjustments. Our employees are trained to raise awareness on wage fairness and the importance of equitable compensation. Hiring practices are structured to ensure new employees start at or above benchmarked living wages, while periodic salary reviews help maintain alignment with cost-of-living changes. Open channels for feedback and continuous monitoring further support these efforts, reflecting our commitment to fair pay, improved livelihoods, and a culture of equity across the organization.

Indutch is committed to closing the living wage gap by conducting a comprehensive wage level analysis against a robust, independent benchmark. The company's internal data confirms that 100% of its employees are covered by these living wage rules. This is further supported by proactive measures such as training employees to raise awareness of living wage issues, with a target of 6,200 training hours in 2025, and implementing continuous improvement cycles like periodic salary reviews and updated hiring practices to ensure sustained alignment with living wage standards.



DISCRIMINATION & HARASSMENT MEASURES

Preventing Discrimination in Recruitment:

At Indutch Composites Technology Pvt. Ltd., we are committed to ensuring that every stage of the recruitment process is fair, transparent, and free from discrimination. We strictly prohibit any bias based on gender, age, caste, religion, disability, marital status, sexual orientation, or any other protected characteristic.

To uphold this commitment, our recruitment practices emphasize equal opportunity by using objective, merit-based selection criteria. Hiring managers and recruiters undergo awareness training on inclusive practices and unconscious bias. Job postings are written in neutral language, interview panels are structured to avoid individual bias, and candidates are evaluated solely on skills, qualifications, and potential.

We also maintain mechanisms for applicants to raise concerns or grievances related to discrimination during the hiring process. By embedding fairness and inclusivity into recruitment, Indutch fosters a diverse workforce that strengthens innovation, collaboration, and long-term success.

Fair and Inclusive Recruitment Practices:

At Indutch Composites Technology Pvt. Ltd., we are committed to building a diverse and inclusive workforce by ensuring that all recruitment processes are free from discrimination. Our hiring practices are based on merit, qualifications, and potential, with equal opportunity provided to every applicant regardless of gender, age, religion, caste, marital status, disability, or any other protected characteristic.
To uphold this commitment, all job postings are designed with neutral, inclusive language, and selection criteria are aligned strictly with role requirements. Interview panels are trained to recognize and minimize unconscious bias, while recruitment decisions are made transparently and fairly.

Indutch also maintains mechanisms for candidates to report concerns of discrimination during the hiring process. Such concerns are taken seriously, investigated promptly, and addressed with corrective actions. By embedding fairness and inclusivity into recruitment, Indutch strengthens its culture of respect, collaboration, and equal opportunity, ensuring that talent is valued solely on competence and integrity.

Equal Opportunity in Professional Growth and Promotion:

At Indutch Composites Technology Pvt. Ltd., we are committed to ensuring that professional development and promotion opportunities are based solely on merit, performance, and potential. We strictly prohibit discrimination of any kind in career advancement decisions, whether based on gender, age, religion, caste, disability, marital status, or any other protected characteristic.

Our performance review and promotion processes are transparent, structured, and aligned with clearly defined competencies and business requirements. Employees are provided with equal access to training programs, mentoring, and leadership development opportunities, ensuring that growth is available to all on an equitable basis. Managers and supervisors are trained to recognize and prevent bias in evaluating performance and making promotion recommendations. In addition, employees are encouraged to provide feedback through grievance and communication channels if they perceive unfair treatment in career progression.

By embedding fairness and inclusivity into professional development and promotions, Indutch fosters a workplace culture where every individual is recognized for their contributions and has the opportunity to grow, succeed, and lead.

Ensuring Fairness in Professional Development and Promotion:

At Indutch Composites Pvt. Ltd., we are committed to ensuring that professional growth and promotion opportunities across our supply chain are free from discrimination and bias. We expect suppliers to establish transparent performance evaluation systems that recognize merit, skills, and contribution rather than factors such as gender, caste, religion, age, or background. To promote equal opportunities, suppliers are encouraged to provide structured training, mentorship, and career development programs that are accessible to all workers without prejudice. Regular reviews of promotion and development processes help identify and eliminate barriers to inclusivity, while grievance mechanisms allow employees to raise concerns if they experience unfair treatment. By embedding fairness and equal opportunity in professional development, Indutch and its suppliers create workplaces where every individual has the chance to grow, advance, and thrive based on ability and performance.

SUSTAINABLE PROCUREMENT



SUPPLIER ESG EXPECTATIONS (SUPPLIER CODE OF CONDUCT AND POLICIES)

GRI-308 | GRI-414| GRI-205| GRI-408 | GRI-409 | GRI-406 | GRI-407

Indutch Composites Technology Pvt Ltd drives sustainable procurement through responsible sourcing, ethical labor practices, and innovation to reduce impact and create long-term value.

Environmental Issues

Raw material sourcing: Prioritize suppliers with sustainable practices, minimizing environmental impact from extraction, transportation, and processing of composite materials.

Qualitative Standards: Certification Criteria: Implement stringent criteria for supplier selection, prioritizing those with certifications like ISO 14001.

Quantitative Targets: Ensure 90% of suppliers meet stringent sustainability criteria by 2025 from the baseline year 2022.

Labor Practice and Human Rights

Fair wages: Mandate fair compensation for all workers across the composite manufacturing supply chain.

Qualitative Standards: Supplier Collaboration: Collaborate with suppliers to enforce ethical labor standards, promoting fair wages, safe working conditions, and safeguarding workers' rights.

Quantitative Targets: Ensure 100% of suppliers comply with fair labor practices by 2025 from the baseline year 2022.

Review Mechanism: The Chief Compliance Officer at Indutch Pvt Ltd is responsible for the implementation, oversight, and review of this policy. The Sustainable Procurement Policy will be reviewed annually, and any updates will be communicated as necessary.

DUE DILIGENCE & AUDITS

GRI 205-2 | GRI- 308 | GRI 403-5 | GRI-406 | GRI-414

Responsible Supply Chain Practices at Indutch:

At Indutch Composites Technology Pvt. Ltd., we are committed to building a responsible and sustainable supply chain. We expect our suppliers, contractors, and partners to conduct business with integrity, comply with all applicable laws and regulations, and uphold the highest ethical standards with zero tolerance for bribery or corruption. Suppliers must respect human rights by prohibiting child labour, forced labour, and trafficking, while ensuring fair wages, safe working conditions, and equal opportunities. A culture free from discrimination, harassment, or bias is essential. Health, safety, and environmental responsibility are equally important, and suppliers are expected to provide safe workplaces, prevent hazards, minimize waste, reduce emissions, and adopt sustainable practices such as recycling and efficient use of resources. We also expect responsible sourcing, where suppliers extend these standards to their own partners and sub-suppliers, while protecting confidential information and avoiding conflicts of interest. Indutch encourages suppliers to participate in audits, assessments, and capacity-building programs, continuously improving their environmental and social performance. Together, we strive to create a sustainable supply chain that delivers long-term value for all stakeholders.

Embedding Sustainability Clauses in Supplier Contracts

At Indutch Composites Technology Pvt. Ltd., we recognize that our responsibility for sustainable business practices extends across our value chain. To ensure accountability, all supplier contracts include clearly defined social and environmental clauses that reflect our commitment to ethical, fair, and responsible operations. Suppliers are contractually required to comply with applicable labour laws, respect human rights, and prohibit child labour, forced labour, and discrimination of any kind. They must provide safe and healthy working conditions, fair wages, and equal opportunities while maintaining a culture of respect, inclusion, and non-harassment. Environmental stewardship is also a key contractual requirement. Suppliers must implement measures to minimize waste, reduce emissions, conserve energy and natural resources, and adopt circular economy practices such as recycling and material recovery. Compliance with environmental laws and regulations is mandatory, and Indutch reserves the right to review supplier performance on these aspects through assessments and audits. To strengthen transparency, suppliers are also expected to disclose their sustainability practices, allow site inspections, and ensure that their sub-suppliers adhere to similar standards.

DUE DILIGENCE & AUDITS

GRI 205-2 | GRI- 308 | GRI 403-5 | GRI-406 | GRI-414

Sustainability Risk Assessment in the Supply Chain

At Indutch Composites Technology Pvt. Ltd., we acknowledge that sustainability risks can arise at different stages of the supply chain, and proactive management of these risks is critical to building resilience and trust. Our approach to risk assessment integrates environmental, social, and ethical dimensions into supplier evaluation and ongoing monitoring. We assess potential adverse impacts such as labour rights violations, unsafe working conditions, discrimination, corruption, excessive resource consumption, pollution, and waste mismanagement across our supplier network. High-risk areas—such as those involving hazardous materials, high energy usage, or labour-intensive operations—are subject to enhanced scrutiny through due diligence processes, audits, and periodic reviews.

Supplier On-Site Audits for Environmental and Social Responsibility

At Indutch Composites Pvt. Ltd., we ensure that our suppliers uphold the same commitment to sustainability, safety, and ethics that we practice in our own operations. Through regular on-site audits, suppliers are assessed on their compliance with environmental standards such as ISO 14001:2015, occupational health and safety practices under ISO 45001:2018, and applicable statutory regulations. These audits focus on environmental management, workplace safety, labor practices, and employee welfare, while also reviewing risk registers, legal compliance records, and operational controls. Non-conformities identified during audits are addressed through corrective actions and follow-ups, ensuring continuous improvement.

Assessing Suppliers on ESG Practices

At Indutch Composites Technology Pvt. Ltd., we recognize that supplier performance is not only measured by quality and delivery but also by their commitment to environmental responsibility and social accountability. To ensure a sustainable and resilient supply chain, we assess suppliers against defined environmental and social practices alongside traditional performance metrics. Our supplier performance rating system incorporates ESG criteria into a broader assessment framework through self-assessments, audits, and performance scorecards. Suppliers that perform well are recognized and rewarded, while those requiring improvements are supported with corrective action plans.

Sustainability Incentives for Suppliers

Indutch Composites Technology Pvt. Ltd. is committed to fostering responsible practices throughout its supply chain. To strengthen this commitment, Indutch encourages suppliers to integrate sustainability into their operations and rewards those who demonstrate strong environmental and social performance. Preferential consideration in contracts, recognition programs, and opportunities for joint development projects are offered as incentives to drive continuous improvement.

Integrating Sustainability into Buyer Performance Reviews

At Indutch Composites Technology Pvt. Ltd., procurement is more than sourcing—it is a driver of sustainability across our supply chain. We embed sustainability objectives into buyer performance reviews, ensuring that purchasing decisions account for ESG factors alongside cost, quality, and delivery. This holds procurement teams accountable for advancing Indutch's sustainability goals while rewarding buyers who actively engage suppliers on responsible practices.

Advancing Inclusion Beyond Compliance in the Supply Chain

At Indutch Composites Pvt. Ltd., we understand that preventing discrimination in the supply chain requires proactive engagement beyond compliance. We integrate non-discrimination clauses into supplier contracts, promote equal opportunity hiring, and encourage recruitment from diverse groups including women, differently abled individuals, and local communities. Capacity-building workshops and monitoring on diversity metrics ensure that inclusivity is embedded throughout our value chain.

CAPACITY BUILDING AT INDUTCH

GRI 308 | GRI 414 | GRI 205-2 | GRI 403-5 | GRI 406

Building Buyer Capacity on ESG in the Supply Chain:

At Indutch Composites Technology Pvt. Ltd., we recognize that our procurement team plays a vital role in shaping a sustainable and responsible supply chain. To ensure that purchasing decisions reflect our commitment to environmental stewardship and social responsibility, we provide structured training programs for buyers on sustainability-related issues. This equips procurement professionals to evaluate supplier practices on fair labour, workplace safety, diversity and inclusion, waste management, emissions reduction, and responsible use of resources.

Strengthening Supplier Capacity on Sustainability Risks:

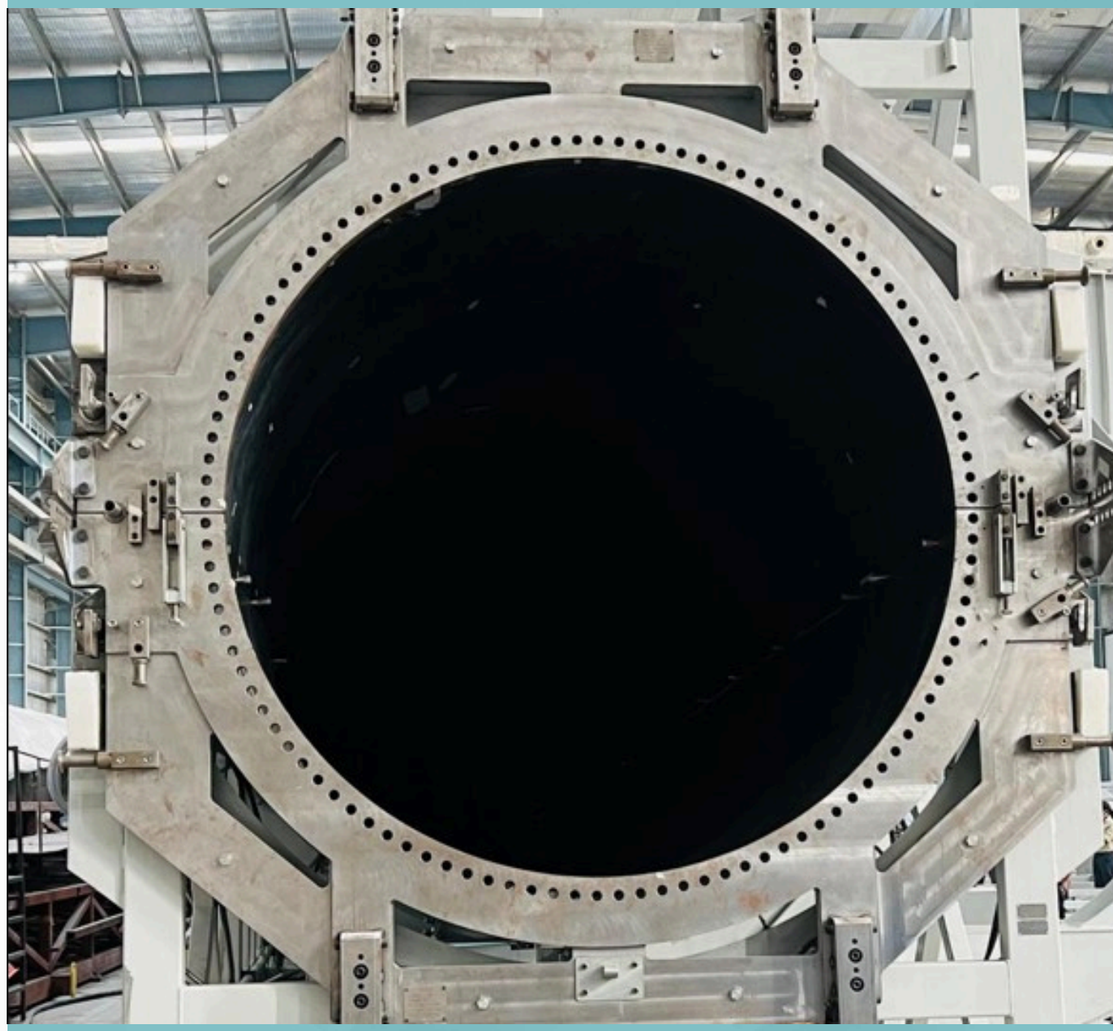
At Indutch Composites Technology Pvt. Ltd., we believe that addressing sustainability challenges requires collaboration across our value chain. Many suppliers face risks such as non-compliance with labour standards, unsafe working conditions, or inefficient use of resources. To mitigate these risks, we actively engage in building supplier capacity through training, workshops, and knowledge-sharing platforms that promote responsible practices. We support suppliers in developing corrective action plans and encourage alignment with global sustainability frameworks.

Empowering Supplier Workers Through Voice and Feedback:

At Indutch Composites Pvt. Ltd., we prioritize ethical labor practices and transparent communication across our supply chain by implementing structured worker voice surveys and grievance mechanisms for suppliers. These systems allow supplier employees to confidentially share feedback on safety, fairness, wages, training, and well-being. Grievance channels ensure that concerns about discrimination, harassment, or policy violations are addressed without retaliation.

Advancing Inclusion Beyond Compliance in the Supply Chain:

At Indutch Composites Pvt. Ltd., we understand that preventing discrimination in the supply chain requires proactive engagement beyond compliance. We integrate non-discrimination clauses into supplier contracts, promote equal opportunity hiring, and encourage recruitment from diverse groups including women, differently abled individuals, and local communities. Capacity-building workshops and monitoring on diversity metrics ensure that inclusivity is embedded throughout our value chain.



ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprintor intensity)	Scope 1 GHG (tCO2eq) 177.86	Scope 1 GHG (tCO2eq) 5% Reduction 169/69.75	Scope 1 GHG (tCO2eq) 10% Reduction 160/82.18	Scope 1 GHG (tCO2eq) 15% Reduction 152/28.22	13 CLIMATE ACTION
	Scope 2 GHG (tCO2eq) 1,392.04	Scope 2 GHG (tCO2eq) 5% Reduction 1322.44/1,655.03	Scope 2 GHG (tCO2eq) 10% Reduction 1253/1,928.14	Scope 2 GHG (tCO2eq) 15% Reduction 1184/784.45	
	Scope 3 GHG (tCO2eq) 2,902.66	Scope 3 GHG (tCO2eq) 5% Reduction 2758/4,066.46	Scope 3 GHG (tCO2eq) 10% Reduction 2613/6,009.22	Scope 3 GHG (tCO2eq) 15% Reduction 2468/3,259.76	
	Scope 3 Downstream GHG Emission (tCO2eq) 143.13	Scope 3 Downstream GHG Emission (tCO2eq) 136/137.70	Scope 3 Downstream GHG Emission (tCO2eq) 129/122.46	Scope 3 Downstream GHG Emission (tCO2eq) 122/41.10	
	Scope 3 Upstream GHG Emission (tCO2eq) 128.17	Scope 3 Upstream GHG Emission (tCO2eq) 122/116.69	Scope 3 Upstream GHG Emission (tCO2eq) 116/106.15	Scope 3 Upstream GHG Emission (tCO2eq) 109/41.85	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprintor intensity)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 7.5	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))(Target / Actual) 5% Reduction 7.12/6.25	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))(Target / Actual) 10% Reduction 6.75/5.45	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) 15% Reduction 6.38/1.2	
	Total annual revenue (in Cr.) (Actual) 209	Total annual revenue (in Cr.) (Actual) 222.55	Total annual revenue (in Cr.) (Actual) 368.47	Total annual revenue (in Cr.) (Actual) 642.35	
	People Trained on GHG (Manhours) 1500	People Trained on GHG (Manhours) (Target / Actual) 1800 / 1860	# People Trained on GHG (Manhours) (Target / Actual) 2100 /2395	People Trained on GHG (Manhours) (Target / Actual) 2400 /2546	
Environmental	# of Complaints 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
	% of employees trained on specific environmental issues (Like energy and GHG, water, air pollution, or waste) 100 %	% of employees trained on specific environmental issues (Like energy and GHG, water, air pollution, or waste) 100 % / 100%	% of employees trained on specific environmental issues (Like energy and GHG, water, air pollution, or waste) 100 % / 100%	% of employees trained on specific environmental issues (Like energy and GHG, water, air pollution, or waste) 100 % / 100%	
Environmental	% of sites are assessed for specific environmental issues like energy, emissions, water, air pollution, or waste? 100 %	% of sites are assessed for specific environmental issues like energy, emissions, water, air pollution, or waste? (Target/Actual) 100 %/100%	% of sites are assessed for specific environmental issues like energy, emissions, water, air pollution, or waste? (Target/Actual) 100 %/100%	% of sites are assessed for specific environmental issues like energy, emissions, water, air pollution, or waste? (Target/Actual) 100 %/100%	
	% of sites with an environmental certification lke ISO 14001 100%	% of sites with an environmental certification lke ISO 14001 (Target / Actual) 100% / 100%	% of sites with an environmental certification lke ISO 14001 (Target / Actual) 100% / 100%	% of sites with an environmental certification lke ISO 14001 (Target / Actual) 100% / 100%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Environmental	% of sites with an environmental certification lke ISO 50001 0%	% of sites with an environmental certification lke ISO 50001 (Target / Actual) 100% / 0%	% of sites with an environmental certification lke ISO 50001 (Target / Actual) 100% / 0%	% of sites with an environmental certification lke ISO 50001 (Target / Actual) 100% / 0%	
Energy	Total Energy consumed from electricity (in Gigajoule) 8,246.44	Total Energy consumed from electricity (in Gigajoule) (Target / Actual) 7,835 / 9,685.93	Total Energy consumed from electricity (in Gigajoule) (Target / Actual) 7,422 / 9,547.90	Total Energy consumed from electricity (in Gigajoule) (Target / Actual) 7.010 / 3,884.47	
	Energy Intensity (GJ/Revenue (in Cr.) 39.46	Energy Intensity (GJ/Revenue (in Cr.) (Target / Actual) 37.49 / 43.52	Energy Intensity (GJ/Revenue (in Cr.) (Target / Actual) 35.52 / 25.91	Energy Intensity (GJ/Revenue (in Cr.) (Target / Actual) 33.55 / 6.04	
	Total Electricity Consumption (KWH/Year) 1,42,84,214	Total Electricity Consumption (KWH/Year) (Target / Actual) 1,35,70,003/1,39,98,778	Total Electricity Consumption (KWH/Year) (Target / Actual) 1,28,55,793 /	Total Electricity Consumption (KWH/Year) (Target / Actual) 1,21,41,582 / 10,79,019	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Energy	Renewable Energy against Total Energy (%) 10.19 %	Renewable Energy against Total Energy (%) (Target / Actual) 11 % / 9 %	Renewable Energy against Total Energy (%) (Target / Actual) 12% / 9.3%	Renewable Energy against Total Energy (%) (Target / Actual) 30 / 10.88%	7 AFFORDABLE AND CLEAN ENERGY
	Renewable Electricity Consumption (KWH/Year) 2,25,006.2	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 2,50,000 /2,48,585.7	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 2,25,000 / 2,46,698	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 2,12,500 / 1,17,437	
	Employees trained on Energy Conservation (Manhours) 1500	Employees trained on Energy Conservation (Manhours) (Target / Actual) 1800 / 1860	Employees trained on Energy Conservation (Manhours) (Target / Actual) 2100 / 2400	Employees trained on Energy Conservation (Manhours) (Target / Actual) 2400 /2565	
Water	Total Water consumption (in Kilo Litres / Year) 15,205	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 14,444/ 18719	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 13684/19235	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 12924/5991	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Water	Total Water Recycled and Reused (in Kilo Litres / Year) 0	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) 8,617 / 0	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) 7,830 /0	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) 7,395 /0	
	Total Rain Water Harvested (in Kilo Litres / Year) 1000	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 1500 / 1645	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 2000 /2121	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 2500 /2564	
	Total Water Treated (in Kilo Litres / Year) 51.55	Total Water Treated (in Kilo Litres / Year) (Target / Actual) 40/38.56	Total Water Treated (in Kilo Litres / Year) (Target / Actual) 36/52.19	Total Water Treated (in Kilo Litres / Year) (Target / Actual) 32/0	
	Total Water Treated (In % of Total Water consumption) 0.3	Total Water Treated (In % of Total Water consumption) (Target / Actual) 0.5/0.2	Total Water Treated (In % of Total Water consumption) (Target / Actual) 0.6/0.3	Total Water Treated (In % of Total Water consumption) (Target / Actual) 1/0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Water	Water Intensity (Water consumed / Revenue (in Cr.) 72.75	Water Intensity (Water consumed / Revenue (in Cr.) 69/84.08	Water Intensity (Water consumed / Revenue (in Cr.)) 65/52.19	Water Intensity (Water consumed / Revenue (in Cr.) 61/9.33	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / 51	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / 28.6	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 /42	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 /11.8	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 13	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 24.7	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /23.1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /21.26	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Water	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 11	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 13	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /12	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /10	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 10	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 16.18	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /12.3	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /12.13	
	People Trained on Water Efficiency (Manhours) 1500	People Trained on Water Efficiency (Manhours) 1800 / 1860	People Trained on Water Efficiency (Manhours) 2100 /2234	People Trained on Water Efficiency (Manhours) 2400 /2478	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Air Pollution	SOx (Micro /m3) (Limit /Result) 80 / 6.58	SOx (Micro /m3) (Limit /Result) 80/7.39	SOx (Micro /m3) (Limit /Result) 80 /7.16	SOx (Micro /m3) (Limit /Result) 80 /6.07	
	NOx (Micro /m3) (Limit /Result) 80 / 6.02	NOx (Micro /m3) (Limit /Result) 80/7.85	NOx (Micro /m3) (Limit /Result) 80 /8.19	NOx (Micro /m3) (Limit /Result) 80 /7.62	
	PM10 (mg/M3) (Limit /Result) 100 / 41.79	PM10 (mg/M3) (Limit /Result) 100 / 46.40	PM10 (mg/M3) (Limit /Result) 100 /44.17	PM10 (mg/M3) (Limit /Result) 100 /48.22	13 CLIMATE ACTION
	PM2.5 (mg/M3) (Limit /Result) 60 / 15.93	PM2.5 (mg/M3) (Limit /Result) 60 / 17.74	PM2.5 (mg/M3) (Limit /Result) 60 /24.34	PM2.5 (mg/M3) (Limit /Result) 60 /27.27	
	Ammonia (mg/M3) (Limit /Result) NA	Ammonia (mg/M3) (Limit /Result) NA	Ammonia (mg/M3) (Limit /Result) NA	Ammonia (mg/M3) (Limit /Result) NA	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Air Pollution	Lead (mg/M3) (Actual /Limit) NA	Lead (mg/M3) (Actual /Limit) NA	Lead (mg/M3) (Actual /Limit) NA	Lead (mg/M3) (Actual /Limit) NA	
	Ozone (mg/M3) (Actual /Limit) NA	Ozone (mg/M3) (Actual /Limit) NA	Ozone (mg/M3) (Actual /Limit) NA	Ozone (mg/M3) (Actual /Limit) NA	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	13 CLIMATE ACTION
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70.1 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 68.1 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.1/ 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.8/ 75	
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 67.3 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.60 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62.7/ 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 58.7/ 70	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Biodiversity Conservation	Number of native species supported (Target / Actual) 0	Number of native species supported (Target / Actual) 5 / 0	Number of native species supported (Target / Actual) 10 /0	Number of native species supported (Target / Actual) 15 /0	
	% of operational sites have undergone Biodiversity risk assessments 100 % / 100 %	% of operational sites have undergone Biodiversity risk assessments 100 % / 100 %	% of operational sites have undergone Biodiversity risk assessments 100 % / 100 %	Ozone (mg/M3) (Actual /Limit) % of operational sites have undergone Biodiversity risk assessments 100 % /100%	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0/0	Complaints received on Biodiversity 0/0	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 8.82	Total Waste Generated (in Metric Tonnes) (Target / Actual) 8.38/54.71	Total Waste Generated (in Metric Tonnes) (Target / Actual) 7.94/73.56	Total Waste Generated (in Metric Tonnes) (Target / Actual) 25.26/3.51	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Waste Generation	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 3.28	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 3.1/29.72	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 26.75/44.86	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 25.26/3.51	
	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 5.56	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 5.2/24.99	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 22.49/28.7	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 21.24/8.53	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	% of WEEE collected out of total of EEE placed on the market 12%	% of WEEE collected out of total of EEE placed on the market (Target / Actual) 25% / 18 %	% of WEEE collected out of total of EEE placed on the market (Target / Actual) 50 % /53%	% of WEEE collected out of total of EEE placed on the market (Target / Actual) 75% /79%	
	% of total waste from company operations diverted from landfills 12%	Percentage of total waste from company operations diverted from landfills 25% / 18 %	Percentage of total waste from company operations diverted from landfills 50 % /62%	Percentage of total waste from company operations diverted from landfills 75% /78%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Waste Generation	Total Waste water recycled in a year (Kiloliter / Year) (Target / Actual) 1788	Total Waste water recycled in a year (Kiloliter / Year) (Target / Actual) 1700 / 1681	Total Waste water recycled in a year (Kiloliter / Year) (Target / Actual) 1610 /1535	Total Waste water recycled in a year (Kiloliter / Year) (Target / Actual) 1520 /1464	
	Total weight of waste recovered (Kiloliter / Year) (Target / Actual) 1788	Total weight of waste recovered (Kiloliter / Year) (Target / Actual) 1700 / 1681	Total weight of waste recovered (Kiloliter / Year) (Target / Actual) 1610 /1535	Total weight of waste recovered (Kiloliter / Year) (Target / Actual) 1520 /1464	
Product Life Cycle Assessment	Reporting on Product End of Life Treatment 0	Reporting on Product End of Life Treatment (Target / Actual) 1 / 0	Reporting on Product End of Life Treatment (Target / Actual) 2 /0	Reporting on Product End of Life Treatment (Target / Actual) 3 /0	
	% of saving from efficient product design 10%	% of saving from efficient product design 15% / 10%	% of saving from efficient product design 20% /20%	% of saving from efficient product design 25% /20%	

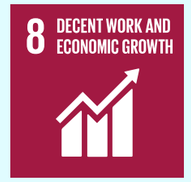
ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

ENVIRONMENTAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Sustainable Consumption	% of company's customer base has actively engaged in sustainable consumption practices 0	% of company's customer base has actively engaged in sustainable consumption practices 100 % / 15%	% of company's customer base has actively engaged in sustainable consumption practices 100 % /27%	% of company's customer base has actively engaged in sustainable consumption practices 100 % /39%	
Sustainable Procurement	% of Employees Trained Sustainable Sourcing of Raw material 0%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 25% / 25%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 50% /54%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 75% /82%	
	% of Sustainable Sourcing of Raw material 0%	% of Sustainable Sourcing of Raw material (Target / Actual) 12% / 15%	% of Sustainable Sourcing of Raw material (Target / Actual) 25% /28%	% of Sustainable Sourcing of Raw material (Target / Actual) 50%/61%	
	% of Procurement (Buyers) Staff Trained on Sustainable Procurement 10 %	% of Procurement (Buyers) Staff Trained on Sustainable Procureme 100% / 73%	% of Procurement (Buyers) Staff Trained on Sustainable Procuremen 100% /100%	% of Procurement (Buyers) Staff Trained on Sustainable Procuremen 100 %/100%	

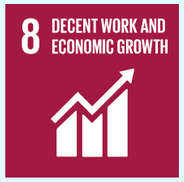
ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Employment	Child Labour(%) 0 %	Child Labour(%) (Target / Actual) 0 / 0 %	Child Labour(%) (Target / Actual) 0 / 0%	Child Labour(%) (Target / Actual) 0 / 0%	
	Force Labour(%) 0 %	Force Labour(%) (Target / Actual) 0 / 0 %	Force Labour (%) (Target / Actual) 0 / 0%	Force Labour(%) (Target / Actual) 0 / 0%	
	Attrition Ratio (%) 0 %	Attrition Ratio (%) (Target / Actual) 0 / 0 %	Attrition Ratio (%) (Target / Actual) 0 /	Attrition Ratio (%) (Target / Actual) 0 / 0%	
	Total Training Hours of employees 4400	Total Training Hours of employees (Target / Actual) 5000 / 4124	Total Training Hours of employees (Target / Actual) 5300 / 4694	Total Training Hours of employees (Target / Actual) 6200 / 1918	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Employment	Average TrainingHours per employee 11	Average TrainingHours per employee (Target / Actual) 30 / 13	Average TrainingHours per employee (Target / Actual) 40 / 12	Average TrainingHours per employee (Target / Actual) 50 / 13	
	Average Salaryabove Minimum Wages (Rs.) 17500 / 18238	Average Salaryabove Minimum Wages (Rs.) 18400 / 18466	Average Salaryabove Minimum Wages (Rs.) 19250 / 21255	Average Salaryabove Minimum Wages (Rs.) 20125 / 22347	
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100% / 100%	Employees Above Living wage rules 100% / 100%	Employees Above Living wage rules 100% / 100%	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100%	

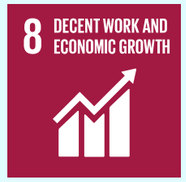
ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Employment	% of employees are covered by elected representatives or collective agreements 100%	% of employees are covered by elected representatives or collective agreements 100% / 100%	% of employees are covered by elected representatives or collective agreements 100% / 100%	% of employees are covered by elected representatives or collective agreements 100% / 100%	
	Hiring of Local People (%) 85 %	Hiring of Local People (%) 80 % / 85 %	Hiring of Local People (%) 85 % / 85%	Hiring of Local People (%) 85 % / 85.16%	
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 1% / 0%	Hiring of People with Disability (%) 1% / 1%	Hiring of People with Disability (%) 1% / 1%	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 5% / 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 10% / 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 15% / 0%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Employment	Hiring of Vulnerable / Marginalized People in company (%) 7%	Hiring of Vulnerable / Marginalized People in company (%) 14% / 19%	Hiring of Vulnerable / Marginalized People in company (%) 21% / 23%	Hiring of Vulnerable / Marginalized People in company (%) 25% / 29%	
Health and Safety Incidents / Accidents	Lost Time Injury (LTI) frequency rate for Employees 0	Lost Time Injury (LTI) frequency rate for Employees 0 / 0	Lost Time Injury (LTI) frequency rate for Employees 0 / 0	Lost Time Injury (LTI) frequency rate for Employees 0 / 0	
	Lost Time Injury (LTI) frequency rate for Subcontractor's Workers 0	Lost Time Injury (LTI) frequency rate for Subcontractor's Workers 0 / 0	Lost Time Injury (LTI) frequency rate for Subcontractor's Workers 0 / 0	Lost Time Injury (LTI) frequency rate for Subcontractor's Workers 0 / 0	
	Lost Time Severity (LTS) frequency rate for Employees 0	Lost Time Severity (LTS) frequency rate for Employees 0 / 0	Lost Time Severity (LTS) frequency rate for Employees 0 / 0	Lost Time Severity (LTS) frequency rate for Employees 0 / 0	

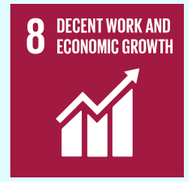
ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Health and Safety Incidents / Accidents	Lost Time Severity (LTS) frequency rate for Subcontractor's Workers 0	Lost Time Severity (LTS) frequency rate for Subcontractor's Workers 0 / 0	Lost Time Severity (LTS) frequency rate for Subcontractor's Workers 0 / 0	Lost Time Severity (LTS) frequency rate for Subcontractor's Workers 0 / 0	
	# of work-related Incidents 0	# of work-related Incidents (Target / Actual) 0 / 1	# of work-related Incidents (Target / Actual) 0 / 8	# of work-related Incidents (Target / Actual) 0 / 0	8 DECENT WORK AND ECONOMIC GROWTH
	# of Fatal Incidents 0	# of Fatal Incidents (Target / Actual) 0 / 0	# of Fatal Incidents (Target / Actual) 0 / 0	# of Fatal Incidents (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
	% of Operational site which an employee health and safety risk assessment has been conducted 100%	% of Operational site which an employee health and safety risk assessment has been conducted 100% / 100%	% of Operational site which an employee health and safety risk assessment has been conducted 100% / 100%	% of Operational site which an employee health and safety risk assessment has been conducted 100% / 100%	
Employment	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0 / 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0 / 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0 / 0	
	People Trained on Health & Safety (in Manhours) 1500	People Trained on Health & Safety (in Manhours) (Target / Actual) 1800 / 1860	People Trained on Health & Safety (in Manhours) (Target / Actual) 2100 / 3273	People Trained on Health & Safety (in Manhours) (Target / Actual) 2400 / 1837	
Human Rights	% of direct employees covered by a living wage benchmarking analysis 100 %	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100 % / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100 % / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100 % / 100%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0 %	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0 % / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0 % / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0 % / 0%	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0 %	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0 % / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0 % / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0 % / 0%	
	% of the ratio of highest to median annual total compensation 1.88%	% of the ratio of highest to median annual total compensation 2% / 1.8%	% of the ratio of highest to median annual total compensation 1% / 0.8%	% of the ratio of highest to median annual total compensation 1% / 0.8%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	
	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking - 0	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking - 0 / 0	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking - 0 / 0	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking - 0 / 0	
	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 / 0	
	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual) 0 / 0	
	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0/0	# of Complaints reported on Data Privacy / Security by Customers 0/0	# of Complaints reported on Data Privacy / Security by Customers 0/0	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0/0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0/0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	% of employees received diversity, discrimination, and harassment training 100 %	% of employees received diversity, discrimination, and harassment training (Target / Actual) 100 % / 100%	% of employees received diversity, discrimination, and harassment training (Target / Actual) 100 % / 100%	% of employees received diversity, discrimination, and harassment training (Target / Actual) 100 % / 100%	
	People Trained on Human Rights (Manhours) 570	People Trained on Human Rights (Manhours) (Target / Actual) 900 / 810	People Trained on Human Rights (Manhours) (Target / Actual) 1200 / 1240	People Trained on Human Rights (Manhours) (Target / Actual) 1500 / 340	
	People Trained on overall Career Management and Skill Development\ (Manhours) 840	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 1400 / 1270	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 1800 / 1930	People Trained on overall Career Management and Skill Development\ (Manhour) (Target / Actual) 2300 / 280	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	% of employees received skills-related training 100 %	% of employees received skills-related training (Target / Actual) 100 % / 100%	% of employees received skills-related training (Target / Actual) 100 % / 100%	% of employees received skills-related training (Target / Actual) 100 % / 100%	
	% of employees received regular performance and career development reviews? 100 %	% of employees received regular performance and career development reviews? 100 % / 100%	% of employees received regular performance and career development reviews? 100 % / 100%	% of employees received regular performance and career development reviews? 100 % / 100%	
	Awareness Session conducted on Career Management 0	Awareness Session conducted on Career Management (Target / Actual) 1 / 0	Awareness Session conducted on Career Management (Target / Actual) 2 / 1	Awareness Session conducted on Career Management (Target / Actual) 3 / 0	
	% of operational sites have undergone human rights reviews or impact assessments? 100 %	% of operational sites have undergone human rights reviews or impact assessments? 100 % / 100%	% of operational sites have undergone human rights reviews or impact assessments? 100 % / 100%	% of operational sites have undergone human rights reviews or impact assessments? 100 % / 100%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Human Rights	% of sites have labour and human rights certification like ISO 45001 100 %	% of sites have labour and human rights certification like ISO 45001 100 % / 100%	% of sites have labour and human rights certification like ISO 45001 100 % / 100%	% of sites have labour and human rights certification like ISO 45001 100 % / 100%	
Discrimination & Harassment	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination & Harassment (Internal) 0	# of Complaints reported on Discrimination & Harassment (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment (Internal) (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination & Harassment by Suppliers 0	# of Complaints reported on Discrimination & Harassment by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Suppliers (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Discrimination & Harassment	# of Complaints reported on Discrimination & Harassment by Customers 0	# of Complaints reported on Discrimination & Harassment by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Customers (Target / Actual) 0 / 0	
	# of Complaints reported on Discrimination & Harassment by Other Stakeholders 0	# of Complaints reported on Discrimination & Harassment by Other Stakeholders (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Other Stakeholders (Target / Actual) 0 / 0	# of Complaints reported on Discrimination & Harassment by Other Stakeholders (Target / Actual) 0 / 0	
	% of operational sites have undergone Discrimination & Harassment risk assessments 0 %	% of operational sites have undergone Discrimination & Harassment risk assessments 100 % / 0%	% of operational sites have undergone Discrimination & Harassment risk assessments 100 % / 100%	% of operational sites have undergone Discrimination & Harassment risk assessments 100 % / 100%	
	Number of Corrective Actions Identified for Discrimination & Harassment Cases 0	Number of Corrective Actions Identified for Discrimination & Harassment Cases (Target / Actual) 0 / 0	Number of Corrective Actions Identified for Discrimination & Harassment Cases (Target / Actual) 0 / 0	Number of Corrective Actions Identified for Discrimination & Harassment Cases (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Discrimination & Harassment	% of employees received Discrimination & Harassment related training 100 %	% of employees received Discrimination & Harassment related training (Target / Actual) 100 % / 100%	% of employees received Discrimination & Harassment related training (Target / Actual) 100 % / 100%	% of employees received Discrimination & Harassment related training (Target / Actual) 100 % / 100%	
Gender Equality	Gender balance at Worker level (Women to Men %) 0.5	Gender balance at Worker level (Women to Men %) (Target / Actual) 3 / 0.75	Gender balance at Worker level (Women to Men %) (Target / Actual) 3 / 1	Gender balance at Worker level (Women to Men %) (Target / Actual) 3 / 1	5 GENDER EQUALITY
	Gender balance at Executive level (Women to Men %) 0	Gender balance at Executive level (Women to Men %) (Target / Actual) 1 / 0	Gender balance at Executive level (Women to Men %) (Target / Actual) 1 / 0	Gender balance at Executive level (Women to Men %) (Target / Actual) 1 / 0	
	Gender balance at Top / Key Manager level (Women to Men %) Nil	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 / Nil	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 / Nil	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 / NiL	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Gender Equality	Gender balance in Whole Organization (Women to Men %) (Target / Actual) 0.4	Gender balance in Whole Organization (Women to Men %) (Target / Actual) 3 / 0.60	Gender balance in Whole Organization (Women to Men %) (Target/ Actual) 3 / 1	Gender balance in Whole Organization (Women to Men %) (Target/ Actual) 3 / 1	
	Average gender pay gap between (Women to Men %) 0 %	Average gender pay gap between (Women to Men %) 0 % / 0 %	Average gender pay gap between (Women to Men %) 0 % / 0%	Average gender pay gap between (Women to Men %) 0 % / 0%	
	Gender balance of Employees (Women to Men %) 0.4	Gender balance of Employees ((Women to Men %) (Target / Actual) 3 / 0.6	Gender balance of Employees ((Women to Men %) (Target / Actual) 3 / 1	Gender balance of Employees ((Women to Men %) (Target / Actual) 3 / 1	
	# of Complaints reported on DEI 0	# of Complaints reported on DEI 0 / 0	# of Complaints reported on DEI 0 / 0	# of Complaints reported on DEI 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Gender Equality	People Trained on Gender Equality (Manhours) 570	People Trained on Gender Equality (Manhours) (Target / Actual) 900 / 810	People Trained on Gender Equality (Manhours) (Target / Actual) 1200 / 1270	People Trained on Gender Equality (Manhours) (Target / Actual) 1500 / 280	
Working Conditions	# of Hours Worked (Manhours) 906432	# of Hours Worked (Manhours) 1087634	# of Hours Worked (Manhours) 1463384	# of Hours Worked (Manhours) 610785	
	% of your plants and offices that were assessed 70%	% of your plants and offices that were assessed 80% / 90%	% of your plants and offices that were assessed 90% / 100%	% of your plants and offices that were assessed 100% / 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 / NIL	Incident of non-potable drinking water identification NIL / NIL	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

SOCIAL					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Working Conditions	% employees covered with healthcare 100%	% employees covered with healthcare 100% / 100%	% employees covered with healthcare 100% / 100%	% employees covered with healthcare 100% / 100%	
	Incident of non- compliance of working conditions principles 0	Incident of non- compliance of working conditions principles (Target / Actual) 0 / 0	Incident of non- compliance of working conditions principles (Target / Actual) 0 / 0	Incident of non- compliance of working conditions principles (Target / Actual) 0 / 0	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) (Year 2021-22) 3,79,584	Amount Spent on CSR (Lakhs) (Year 2022-23) 399000 / 4,24,224	Amount Spent on CSR (Lakhs) 418500 / 425000	Amount Spent on CSR (Lakhs) 437500 / 0	
	# of social initiatives at National and Local level 1	# of social initiatives at National and Local level 1 / 1	# of Social initiatives at National and Local level 2 / 1	# of Social initiatives at National and Local level 3 / 1	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0 / 0	# of Complaints reported on Corruption & Bribery 0 / 0	# of Complaints reported on Corruption & Bribery 0 / 0	
	People Trained on Anti-Corruption & Bribery (in Manhours) 570	People Trained on Anti-Corruption & Bribery (in Manhours) 900 / 810	People Trained on Anti-Corruption & Bribery (in Manhours) 1200 /1150	People Trained on Anti-Corruption & Bribery (in Manhours) 1500 /280	
Information Management	Data Breach Incidents: 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	
	User Complaints: 39	User Complaints: 37 / 51	User Complaints: 35 / 28	User Complaints: 33 / 11	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Value Chain	Suppliers evaluated for ESG Performance (in %) 0 %	Suppliers evaluated for ESG Performance (in %) (Target / Actual) 10 % / 10 %	Suppliers evaluated for ESG Performance (in %) (Target / Actual) 20 % / 24%	Suppliers evaluated for ESG Performance (in %) (Target / Actual) 30 % / 100%	
	Suppliers evaluated for ESG Onsite Audit (in %) 0 %	Suppliers evaluated for ESG Onsite Audit (in %) (Target / Actual) 10 % / 10 %	Suppliers evaluated for ESG Onsite Audit (in %) (Target / Actual) 20 % / 24%	Suppliers evaluated for ESG Onsite Audit (in %) (Target / Actual) 30 % / 100%	
	% of high-risk trading partners are covered by due diligence on corruption and information security 0 %	% of high-risk trading partners are covered by due diligence on corruption and information security 10 % / 10 %	% of high-risk trading partners are covered by due diligence on corruption and information security 20 % / 26%	% of high-risk trading partners are covered by due diligence on corruption and information security 30 % / 100%	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Value Chain	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	
	Suppliers in Agreement with company Policies (in %) 0 %	Suppliers in Agreement with company Policies (in %) (Target / Actual) 10 % / 10 %	Suppliers in Agreement with company Policies (in %) (Target / Actual) 20 % / 35%	Suppliers in Agreement with company Policies (in %) (Target / Actual) 30 % / 100%	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 0 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual) 10 % / 10 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual) 20 % / 25%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual) 30 % / 100%	
	Integration of sustainability clauses in supplier contracts 0 %	Integration of sustainability clauses in supplier contracts (Target / Actual) 10 % / 10 %	Integration of sustainability clauses in supplier contracts (Target / Actual) 20 % / 28%	Integration of sustainability clauses in supplier contracts (Target / Actual) 30 % / 90%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Value Chain	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	Avg Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	Avg Number of Non-Conformities Found per supplier (Target / Actual) 0 / 0	17 PARTNERSHIPS FOR THE GOALS
	Avg Number of Corrective Actions taken / Supplier - 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0 / 0	
Anti-Competitive Practice	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 / 0	17 PARTNERSHIPS FOR THE GOALS
	% departments covered under Risk Assessment Internal Audit 100%	% departments covered under Risk Assessment Internal Audit 100% / 100%	% departments covered under Risk Assessment Internal Audit 100% / 100%	% departments covered under Risk Assessment Internal Audit 100% / 100%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Ethics	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	
	Employee Feedback on Ethics Training (Satisfaction Rate) 100 %	Employee Feedback on Ethics Training (Satisfaction Rate) 100% / 100%	Employee Feedback on Ethics Training (Satisfaction Rate) 100% / 100%	Employee Feedback on Ethics Training (Satisfaction Rate) 100% / 100%	
	Number of whistleblower reports received 0	Number of whistleblower reports received 0 / 0	Number of whistleblower reports received 0 / 0	Number of whistleblower reports received 0 / 0	
	% of sites have ethics certification like ISO 27001 0 %	% of sites have ethics certification like ISO 27001] 100 % / 0%	% of sites have ethics certification like ISO 27001 100 % / 0%	% of sites have ethics certification like ISO 27001 100 % / 0%	
	% of sites have ethics certification like ISO 37001 0 %	% of sites have ethics certification ISO 37001 100 % / 0%	% of sites have ethics certification like ISO 37001 100 % / 0%	% of sites have ethics certification like ISO 37001 100 % / 0%	

ESG KEY PERFORMANCE INDEX (NEXT 3–5 YEARS)

GRI 302, GRI 303, GRI 305, GRI 306 | GRI 401, GRI 403, GRI 404, GRI 405, GRI 406

GOVERNANCE					
ESG Area	2022 Baseline	2023 Performance	2024 Target	2025 Target (Jan - May)	UN - SDGs
Customer Health and Safety	# of Product Related Incident 0	# of Product Related Incident (Target / Actual) 0 / 0	# of Product Related Incident (Target / Actual) 0 / 0	# of Product Related Incident (Target / Actual) 0 / 0	
	Conduct Customer safety training sessions of Customers 0	Conduct Customer safety training sessions of Customers 1/ 0	Conduct Customer safety training sessions of Customers 2 / 0	Conduct Customer safety training sessions of Customers 3 / 0	
	Customer Participation Rate in Sustainability Session / Meeting 0	Customer Participation Rate in Sustainability Session / Meeting 1/ 0	Customer Participation Rate in Sustainability Session / Meeting 2 / 0	Customer Participation Rate in Sustainability Session / Meeting 3 / 0	
Social Dialogue	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 0 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 15 % / 0%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 30 % / 0	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 45 % / 0	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	

UNGC & SBTI Commitment

GRI 2-22 | GRI 2-23 | GRI 2-25 | GRI 3-3 | GRI 302-1 to 302-5 | GRI 305-1 to 305-5

UNGC Participation Overview:

Indutch Composites Technology Private Limited is a proud participant in the United Nations Global Compact (UNGC), aligning its business practices with the Ten Principles covering human rights, labour standards, environmental responsibility, and anti-corruption.



UNGC ID: 162,998

UN GLOBAL COMPACT
Network India

Certificate of Participation

THIS IS TO CERTIFY THAT

INDUTCH COMPOSITES TECHNOLOGY PRIVATE LIMITED

IS AN ANNUAL BUSINESS PARTICIPANT OF

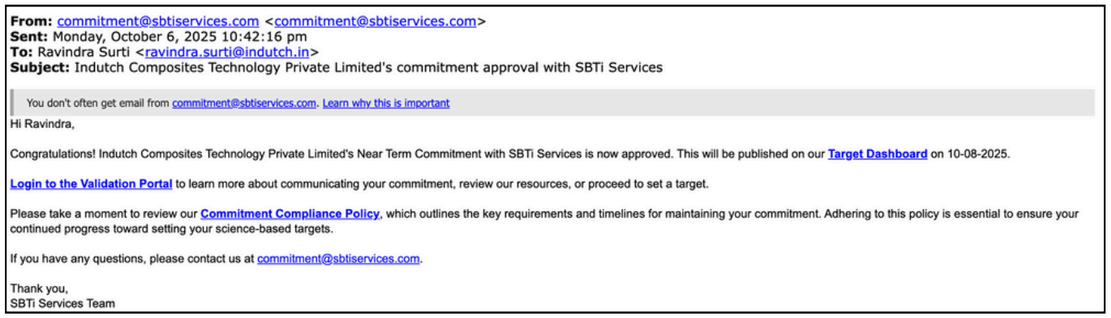
UN GLOBAL COMPACT NETWORK (INDIA)

FOR THE PERIOD OF APRIL 2025 TO MARCH 2026

Ratnesh
Executive Director
UN Global Compact Network India

Science-Based Targets initiative (SBTi)

Indutch Composites Technology Private Limited is committed to the Science Based Targets initiative (SBTi) and is actively working towards submitting its science-aligned greenhouse gas (GHG) reduction targets for validation. The commitment encompasses Scope 1, Scope 2, and relevant Scope 3 emissions, reinforcing the company's dedication to the Paris Agreement's 1.5 °C pathway.



From: commitment@sbtiservices.com <commitment@sbtiservices.com>
Sent: Monday, October 6, 2025 10:42:16 pm
To: Ravindra Surti <ravindra.surti@indutch.in>
Subject: Indutch Composites Technology Private Limited's commitment approval with SBTi Services

You don't often get email from commitment@sbtiservices.com. Learn why this is important

Hi Ravindra,

Congratulations! Indutch Composites Technology Private Limited's Near Term Commitment with SBTi Services is now approved. This will be published on our **Target Dashboard** on 10-08-2025.

Login to the Validation Portal to learn more about communicating your commitment, review our resources, or proceed to set a target.

Please take a moment to review our **Commitment Compliance Policy**, which outlines the key requirements and timelines for maintaining your commitment. Adhering to this policy is essential to ensure your continued progress toward setting your science-based targets.

If you have any questions, please contact us at commitment@sbtiservices.com.

Thank you,
SBTi Services Team

Certifications Coverage & External Assurance

GRI 2-5 | GRI 2-27 | GRI 3-3 | GRI 102-56

Indutch Composites Technology Private Limited holds ISO 9001, ISO 45001, ISO 14001 & CE – marking EXC3 EN 1090-2 & DIN EN ISO 3834 part 2 certifications, which comprehensively cover all its operational locations and encompass all employees within the organization.

ISO 9001:2015
Quality Management Systems

ISO 45001:2018
Occupational Health & Safety Management Systems

ISO 14001:2015
Environmental Management Systems

TUV NORD
CE – marking EXC3 EN 1090-2 & DIN EN ISO 3834 part 2

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