



Saptagir Camphor Private Limited



FY 2024 - 25

ANNUAL SUSTAINABILITY REPORT

 www.sclgroup.in

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Company Profile & Sustainability Approach

The Section of Sustainability Report includes :

- About the Company
- Managing Director message
- Stakeholder Engagement
- Materiality Overview



About the Company

GRI 2-1, 2-6, 2-7, 2-22, 2-23

Saptagir Camphor Private Limited (SCPL), established in 1993, is a leading manufacturer of camphor and specialty chemicals, catering to pharmaceutical, personal care, and industrial sectors worldwide. Headquartered in Hyderabad with a certified manufacturing facility in Bommanapally, Telangana, SCPL delivers high-purity intermediates through process excellence, stringent quality control, and sustainable operations.

A part of the Saptagir Group, SCPL is guided by the values of integrity, innovation, and responsibility. The company's operations are certified under ISO 9001 (quality), ISO 14001 (environment), ISO 45001 (occupational health and safety), and GMP, reflecting its commitment to safe, compliant, and environmentally responsible manufacturing. This inaugural sustainability report represents SCPL's commitment to transparent ESG performance, aligning with global standards including the GRI Standards and UN Sustainable Development Goals (SDGs), and laying the foundation for long-term sustainable growth.

Forward-Looking Statement

This report may contain forward-looking statements relating to SCPL's sustainability goals, programs, and future commitments. These statements are based on current expectations and are subject to change due to regulatory shifts, market dynamics, or external factors. SCPL is committed to keeping stakeholders informed and will report material developments in subsequent disclosures.

Reporting Framework & Disclosures

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

This Sustainability Report covers the environmental, social, and governance (ESG) performance of Saptagir Camphor Private Limited (SCPL) for the financial year April 1, 2024 to March 31, 2025. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and GHG Prorocol. SCPL follows an annual reporting cycle, aligned with the financial year. For queries, feedback, or requests for further information, please contact:

Saptagir Camphor Private Limited

Email: info@sclgroup.in

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GRI 2-4 (Restatements of information)

There are no restatements of previously published information in this report. The methodologies, data collection practices, and reporting boundaries applied remain consistent with prior internal disclosures, enabling comparability and continuity.

GRI 2-5 (Independent assurance)

This Sustainability Report has been Independent Assurance on verification of ESG Performance and Targets, in accordance with Global Reporting Initiative (GRI) assurance standards. This independent verification underscores SCPL's commitment to transparency, accountability, and credible reporting.





MS. SHILPA REDDY

Managing Director

Managing Director Message

GRI 2-22: Statement on Sustainable Development Strategy

It gives me great pleasure to present the first Sustainability Report of Saptagir Camphor Private Limited (SCPL). This milestone reflects our commitment to embedding environmental and social responsibility into the core of our business strategy, while upholding the highest standards of governance, ethics, and operational excellence.

Since our inception in 1993, SCPL has grown to become a trusted partner in the global camphor and specialty chemicals industry. This progress has been guided by our founding values of integrity, innovation, and long-term thinking.

Today, these values are more important than ever, as the world navigates complex challenges such as climate change, resource scarcity, and the need for inclusive growth.

We recognize that sustainable development is not a parallel track—it is central to the future of our business. This report outlines our performance, commitments, and aspirations across critical areas including emissions reduction, waste management, employee wellbeing, human rights, ethical conduct, and responsible sourcing.

It also sets the foundation for continuous improvement through measurable targets aligned with global frameworks such as the GRI Standards and the UN Sustainable Development Goals.

I would like to thank our employees, partners, and customers for their trust and support. Together, we are shaping a future where business success and societal progress go hand in hand. We remain committed to transparency and accountability as we move forward on this journey.

Warm regards,

Ms. Shilpa Reddy



OUR VISION

To illuminate industries and lives through chemistry that is clean, conscious, and future-ready. We envision a world where camphor and specialty chemicals are not only essential but responsibly sourced, ethically produced, and globally respected. As we grow, our ambition is to become a benchmark in sustainable manufacturing, delivering purity, performance, and purpose in every molecule we create.

We aim to be a globally trusted partner, known not just for our products, but for the positive change we bring to people, planet, and progress.

OUR MISSION

At Saptagir Camphor, our mission is to redefine the role of chemistry in society transforming it from a utility to a force for good. We are committed to:

- **Engineering high-performance chemical solutions** that enhance pharmaceuticals, personal care, and industrial products worldwide
- **Minimizing environmental footprint** through cleaner production, energy efficiency, and waste reduction
- **Embedding ethics and transparency** across our value chain—from raw material sourcing to end-user delivery
- **Empowering people and communities**, respecting human rights, and nurturing a safe, inclusive workplace
- **Driving continuous innovation** to create resilient, circular, and regenerative business models.

We believe that when science serves sustainability, chemistry becomes more than an industry it becomes an enabler of a better tomorrow.

Stakeholder Engagement

GRI 2-12, 2-13, 2-29 | GRI 3-1, 3-2: Process to Determine Material Topics and Stakeholder Engagement

Saptagir Camphor Private Limited (SCPL) recognizes that meaningful stakeholder engagement is essential to shaping a sustainability strategy that is relevant, inclusive, and forward-looking. Our approach ensures that the views of those who are impacted by, or have an impact on, our business are incorporated into our Environmental, Social, and Governance (ESG) priorities.

Stakeholder engagement is conducted through regular touchpoints such as audits, meetings, surveys, compliance reviews, and community interactions. Key stakeholders and their primary expectations are summarized below: Insights from these groups shape our materiality process and guide both risk mitigation and opportunity identification.

Stakeholder Group	Key Expectations
Clients	Sustainable product offerings, quality compliance, and innovation
Suppliers & Manufacturers	Ethical sourcing, safe materials, labor law compliance
Employees	Safe working conditions, diversity, training, and fair treatment
Regulatory Authorities	Adherence to environmental and chemical safety regulations
End Customers	Eco-friendly, compliant camphor-based formulations
Local Communities	Employment generation, social development, environmental protection

Insights from these groups shape our materiality process and guide both risk mitigation and opportunity identification.

Materiality Overview

SCPL's materiality assessment framework prioritizes ESG issues based on two criteria: (1) stakeholder importance, and (2) impact on business success. This dual-lens approach enables SCPL to focus on what matters most operationally and ethically.

Material ESG Topic	Stakeholder Importance	Business Impact	Priority Level	Key Company Action
Safe & Sustainable Camphor Product Development	High	High	High	R&D for non-toxic, biodegradable formulations
Ethical Supply Chain Management	High	High	High	Supplier audits, traceability, code of conduct
Employee Health & Safety	High	High	High	Safety training, PPE, monitoring systems
Regulatory & Product Compliance	High	High	High	Regular audits, legal compliance reviews
Water & Energy Efficiency	Medium	High	Medium	Utility upgrades, consumption monitoring
Green Chemistry Innovation	Medium	Medium	Medium	Cleaner synthesis, enzyme-based methods
Certifications & Audit Compliance	Medium	Medium	Medium	ISO, GMP renewal and adherence
Local Community Development	Low	Medium	Low	Health camps, employment initiatives
NGO Collaboration	Low	Medium	Low	Joint projects in education and health
Biodiversity in Sourcing	Low	Medium	Low	Avoiding unsustainable or endangered sources

Monitoring and Review

To ensure the continued relevance of ESG priorities, the Materiality Assessment is reviewed every three years by SCPL's ESG Oversight Committee, composed of the EHS Manager, HR Manager, and Compliance Officer. The most recent review was conducted on 01 January 2025, with the next scheduled for 01 January 2026.

Monitoring Tools in Use:

- **Sustainability Monitoring System (SMS):** Tracks emissions, water, and waste
- **HRMS (Human Resource Management System):** Monitors training, well-being, and grievance redressal
- **Compliance Monitoring System (CMS):** Governs anti-bribery, ethics, and internal control measures



Responsible Business Conduct

The Section of Sustainability Report includes :

- Ethics & Compliance
- Information Security and Data Privacy
- Human Rights & Labour Practices
- Diversity, Equity & Inclusion (DEI)
- Workplace Environment & Safety Measures
- Career Growth and Skills Development Framework
- Value Chain Risk Mapping Human Rights Perspective





Ethics & Compliance

GRI 2-23, 2-24, 2-26 | GRI 205-1, 205-2, 205-3 | GRI 206-1 | GRI 418-1

At Saptagir Camphor Private Limited (SCPL), integrity is not just a value, it is a fundamental operating principle. SCPL maintains a zero-tolerance policy toward corruption, bribery, and unethical conduct in all forms. Our Code of Ethics and Business Conduct outlines our expectations for lawful and ethical behaviour across the organization and its value chain. This policy is formally reviewed and updated on an annual basis to reflect evolving regulations, emerging risks, and best practices in governance.

All employees, management, and partners are expected to act in accordance with this policy, which is publicly communicated and embedded into training, operations, and decision-making.

Addressing Key Ethics and Compliance Risks

SCPL has conducted a comprehensive risk assessment covering all key ethics and compliance topics. Each issue is addressed through policy frameworks, internal controls, reporting mechanisms, and regular audits:

Corruption and Bribery:

Saptagir Camphor Private Limited (SCPL) maintains a zero-tolerance approach toward corruption, bribery, and unethical behavior, ensuring all operations uphold the highest standards of integrity. The company's anti-corruption measures are guided by its Ethics and Compliance Policy, which is reviewed annually and applies to all employees, contractors, and third-party stakeholders.

To proactively address risks, corruption risk assessments are conducted across functions and supplier interfaces. These assessments help identify vulnerabilities such as undue payments, facilitation risks, or conflict of interest scenarios, enabling timely corrective actions.

Complementing this, SCPL carries out independent audits of anti-corruption control procedures as part of its internal compliance framework. These audits evaluate the effectiveness of expense monitoring systems, third-party due diligence protocols, and conflict-of-interest declarations to ensure ethical consistency across the value chain.

To reinforce operational ethics, all employees receive training on anti-corruption measures and information security best practices. These sessions include modules on data protection, phishing awareness, cyber hygiene, and safe handling of sensitive information, aligning with SCPL's broader commitment to data privacy and regulatory compliance.

A specific approval procedure is mandatory for all sensitive transactions, including third-party commissions, donations, international payments, and cash advances. This multi-tiered approval mechanism overseen by designated compliance officers prevents unauthorized dealings and reinforces transparency.

KPI's's	FY 22-23	FY 23-24	FY 24-25
# of Complaints Reported	0	0 / 0	0 / 0
% Trading Partners with Due Diligence	100%	100%	100%
% People Trained on Anti-Corruption & Bribery	100%	100%	100%

Conflict of Interest:

At SCPL, employees and senior management are required to avoid any situation where their personal, financial, or professional interests could conflict or appear to conflict with the interests of the organization. In cases where a potential or actual conflict arises, individuals must disclose the matter without delay through a formal declaration process conducted annually. These disclosures are reviewed by the Compliance Officer, who assesses the risks and implements appropriate mitigation actions, such as recusal from decision-making or reallocation of responsibilities. This structured approach ensures that all conflicts are managed transparently, fairly, and in alignment with SCPL's ethical standards, thereby preserving the integrity of business operations and stakeholder trust.

KPI's's	FY 22-23	FY 23-24	FY 24-25
Departments Under Risk Audit	100%	100%	100%

Fraud Prevention:

SCPL has established a proactive fraud prevention and detection framework that operates through systematic internal audits, robust control mechanisms, and targeted training programs. This system focuses particularly on high-risk areas such as procurement, finance, and third-party vendor engagements. All employees are required to stay vigilant and promptly report any suspected fraudulent activity through confidential reporting channels managed by the Compliance Team. Upon receiving a report, SCPL initiates a formal investigation process, including audit review and, where necessary, external expert consultation. Confirmed violations lead to disciplinary action ranging from warnings to termination or legal action, depending on the severity. This comprehensive approach enables early detection and deters fraudulent behavior across the organization.

KPI's's	FY 22-23	FY 23-24	FY 24-25
Reported Fraud Incidents	0	0 / 0	0 / 0
% Departments Audited for Fraud Risk	100%	100%	100%

Money Laundering:

SCPL upholds a firm commitment to combatting money laundering and strictly complies with all relevant Anti-Money Laundering (AML) laws and standards. To safeguard the integrity of financial operations, SCPL has instituted comprehensive Know Your Customer (KYC) protocols, thorough vendor and client validation procedures, and transparent payment processes. These measures ensure that all business relationships and financial transactions are legitimate and traceable. Ongoing monitoring is carried out to flag irregularities or suspicious activities, which are escalated to compliance officers for review. Employees, suppliers, and business partners are trained to recognize potential money laundering indicators and are encouraged to report any unusual transactions without fear of retaliation, ensuring swift and lawful intervention when needed.

KPI's's	FY 22-23	FY 23-24	FY 24-25
% Vendors Under Financial Due Diligence	100%	100%	100%

Anti-Competitive Practices:

SCPL upholds the highest standards of fair trade and market integrity by strictly adhering to all applicable antitrust and competition laws. The company prohibits any form of anti-competitive behavior, including price-fixing, collusion, bid-rigging, or abuse of market position. To operationalize this commitment, SCPL has established a Fair Competition Procedure, supported by internal controls and approval workflows that monitor interactions with competitors, pricing practices, and tender submissions. All relevant functions—particularly sales, procurement, and marketing receive regular training on competition compliance and ethical conduct in the marketplace. These measures ensure that SCPL's business practices foster a level playing field, encourage innovation, and promote long-term stakeholder trust.

KPI's's	FY 22-23	FY 23-24	FY 24-25
# Deceptive Advertising Incidents	0	0 / 0	0 / 0
% Depts Under Internal Audit	100%	100%	100%

Information Security and Data Privacy

Saptagir Camphor Private Limited (SCPL) upholds information security as a core business priority, underpinned by a formal Information Security Policy. These foundational documents outline clear protocols for data confidentiality, cybersecurity, access control, and breach response, and are reviewed annually to reflect evolving regulatory, technological, and operational landscapes.

To protect its systems and sensitive data, SCPL conducts regular audits of control procedures to assess the effectiveness of its security infrastructure. These audits verify access governance, encryption compliance, software integrity, and data segregation measures across all digital assets and operational platforms.

The company has implemented a comprehensive Incident Response Plan (IRP), which details structured procedures for the containment, investigation, escalation, and resolution of data breaches. This plan ensures timely mitigation and communication, and is reinforced by periodic drills and staff readiness checks.

All employees receive mandatory annual training on information security, covering critical areas such as phishing awareness, password management, secure document handling, and cyber hygiene. This training is embedded into the Employee Handbook and linked with broader capacity-building efforts to promote a culture of security awareness.

SCPL follows a Records Retention Schedule that governs the secure storage, archival, and disposal of sensitive documents in line with applicable privacy regulations. The schedule applies to both physical and digital records and minimizes the risk of unauthorized access to legacy information.

To ensure responsible stewardship of third-party data, SCPL enforces strict protocols to protect external stakeholder information from unauthorized access or disclosure. These include vendor-specific data protection clauses, encrypted communication channels, restricted access rights, and routine risk assessments for critical suppliers and service providers.

Through its policy-backed governance framework, continuous training programs, and robust response mechanisms, SCPL maintains a resilient and transparent approach to information security and data protection across its operations.

KPI's's	FY 22-23	FY 23-24	FY 24-25
# Data Breach Incidents	0	0	0
% Vendors Under InfoSec Due Diligence	100%	100%	100%
% People Trained on Information Security	100%	100%	100%
Data Retention Compliance	100%	100%	100%

Training and Awareness

To reinforce a strong ethical culture, SCPL provides annual ethics and compliance training to:

- All full-time and contract employees
- Non-employees such as vendors and consultants
- Senior leadership and top management
- Other relevant stakeholders interacting with company systems or information

The training covers anti-corruption laws, fraud prevention, data privacy, whistleblower mechanisms, and regulatory compliance. Attendance and understanding are tracked via digital learning management tools, and refresher modules are provided periodically.

KPI's's	FY 22-23	FY 23-24	FY 24-25
% Employees Trained on Business Ethics	100%	100%	100%
Satisfaction with Ethics Training	100%	100%	100%
% Operational Sites with Ethics Risk Audits	100%	100%	100%
# Whistleblower Reports	0	0	0

Whistleblower at SCPL

SCPL has established a structured and confidential Whistleblower Mechanism to enable employees, contractors, and external stakeholders to report any unethical conduct, policy violations, or concerns related to fraud, corruption, data privacy breaches, or workplace misconduct. The mechanism provides multiple secure reporting channels, including anonymous submission options, and is governed by a strict non-retaliation policy to protect individuals who raise genuine concerns in good faith.

All reports are independently reviewed by the compliance team, and where necessary, escalated to senior leadership or the Board for resolution. Investigations are carried out discreetly, and outcomes are documented along with any disciplinary or corrective actions taken. The whistleblower policy is embedded into employee training programs, supported by clear communication materials, and reviewed annually to ensure relevance, accessibility, and alignment with applicable regulatory standards and ethical best practices.

SCPL has implemented a formal Incident Response Plan (IRP) to proactively manage any breach or suspected breach of confidential or sensitive information. The IRP outlines a clear, multi-stage protocol that includes detection, immediate containment of affected systems, root cause investigation, escalation to senior management and regulatory authorities where necessary, and timely stakeholder communication.

Once an incident is contained, corrective actions are deployed, and the event is formally documented and reviewed to strengthen future preparedness. The IRP is reviewed annually and supported by periodic simulations to ensure readiness across relevant functions.

In parallel, SCPL enforces a robust Records Retention Schedule that governs the secure handling, storage, and disposal of all critical data both physical and digital. Each category of business and personal information is assigned a defined retention period based on legal, contractual, or operational requirements.

Data is stored with appropriate security measures, including encryption and restricted access, and disposed of securely once the retention period lapses, using certified methods or digital erasure.

The schedule ensures compliance with applicable data privacy regulations and is supported by training programs for employees involved in data handling, contributing to overall information governance and regulatory assurance.



Human Rights & Labour Practices

GRI 2-7, 2-8, 2-30 | GRI 401-1, 401-2 | GRI 403-1 to 403-10 | GRI 404-1, 404-2 | GRI 405-1 | GRI 406-1 | GRI 408-1, 409-1 | GRI 412-1 | GRI 414-1

At Saptagir Camphor Private Limited, our social commitment extends beyond compliance—it is rooted in respect for human dignity, equality, and well-being. We place our workforce at the heart of our operations, ensuring safe, fair, and empowering working conditions across all sites. Social responsibility is not only a matter of policy for us—it is a part of our culture and a driver of sustainable business practices.

Our practices are governed by a comprehensive Labour and Human Rights Policy, which outlines our commitments across the following key areas:



Employees' Health and Safety – Ensuring proactive safety management and promoting a health-first work culture.



Working Conditions – Providing fair wages, working hours, and benefits while fostering a respectful workplace.



Social Dialogue – Encouraging open communication, feedback mechanisms, and freedom of association.



Career Management and Training – Supporting employee growth through learning, development, and internal mobility opportunities.



Child Labor, Forced Labor, and Human Trafficking – Enforcing zero tolerance and strict due diligence across operations and supply chain.



Diversity, Equity, and Inclusion (DEI) – Promoting equal opportunity and a discrimination-free work environment.



External Stakeholder Human Rights – Upholding human rights beyond our direct operations, including contractors, suppliers, and communities.

This policy serves as a framework for continuous improvement in how we engage with our employees, manage social risks, and contribute to inclusive and ethical business conduct.

Diversity, Equity & Inclusion (DEI)

Saptagir Camphor Private Limited (SCPL) is committed to fostering a workplace grounded in fairness, dignity, and respect, with zero tolerance for discrimination or harassment. All relevant policies are embedded in our Code of Conduct, Employee Handbook, and Human Resource Manual, and are supported by procedures that ensure equitable access to employment, growth, and grievance resolution mechanisms. SCPL maintains transparent, merit-based recruitment and promotion systems. Recruitment audits are periodically conducted to eliminate bias and improve accessibility. Job descriptions and advertisements follow inclusive language guidelines, and we have adopted practices that minimize unconscious bias in candidate evaluations. Promotion and professional development opportunities are offered equitably, backed by SOPs and HR team training.

To ensure a safe and inclusive workplace, SCPL has established a dedicated anti-harassment mechanism that includes awareness drives, implementation oversight, and regular monitoring. Communication campaigns sensitize employees, while anonymous feedback channels are promoted to encourage dialogue on misconduct concerns.

Annual mandatory training is provided to all employees on diversity, anti-discrimination, and harassment prevention. These sessions focus on creating inclusive work environments, recognizing inappropriate behavior, and reinforcing behavioral expectations across all roles and levels. Completion of these sessions is tracked and integrated with the overall learning program. SCPL has a clearly defined grievance redressal framework that guarantees confidentiality, non-retaliation, and accessibility for all employees. The grievance process ensures timely investigation and resolution of complaints, including appropriate remedies for victims. Effectiveness of remediation is monitored through documented follow-ups and impact assessments.

The company promotes inclusivity through employee support structures such as open-door feedback policies and voluntary participation in group discussions for underrepresented employees. We also ensure reasonable workplace accommodations for persons with disabilities and continuously improve infrastructure and onboarding support to enhance accessibility.

Remuneration structures are regularly reviewed through internal audits to assess and address potential gender or role-based wage disparities. SCPL is committed to equal pay for equal work and continuously refines its compensation policies to maintain fairness and transparency.

KPI's's	FY 22-23	FY 23-24	FY 24-25
% Employees Trained on Anti-Discrimination & Harassment	100%	100%	100%
# Harassment Cases Reported & Remediated	0	0	0
% Grievance Cases Resolved Within Policy Timelines	100%	100%	100%
% Job Postings Reviewed for Inclusive Language	100%	100%	100%
Pay Equity Audit Conducted	✓	✓	✓

Child Labour, Forced Labour & Human Trafficking

Saptagir Camphor Private Limited (SCPL) is firmly committed to upholding human rights across its operations and supply chain, with strong measures in place to prevent all forms of child labor, forced labor, and human trafficking. These measures are integrated into our internal controls, stakeholder engagement, and remediation procedures, ensuring that our actions reflect implementation and not just policy intent.

Key Highlights

KPI's's	FY 22-23	FY 23-24	FY 24-25
% Employees Covered in Human Rights Risk Assessment	100%	100%	100%
# Grievances Reported Related to Labor Violations	0	0	0
% Worker Surveys Conducted at Contractual Level	80%	90%	100%
# Remediation Cases Activated	0	0	0

Risk Assessment & Risk Identification

SCPL conducts internal human rights impact assessments to identify and evaluate potential risks of labor violations within our operations. These assessments are performed using structured templates and include severity grading and stakeholder perspectives, particularly of vulnerable worker groups. In addition to compliance-focused audits, we also integrate findings into HR planning, recruitment practices, and contractor onboarding.

Stakeholder Engagement on Labor Risks

As part of our preventive approach, SCPL maintains an open dialogue with workers, contractors, and third-party HR service providers. Worker voice surveys and informal group discussions are conducted periodically to gather feedback on employment conditions, grievance accessibility, and any perception of coercion or unsafe labor practices. Insights from these engagements help shape our risk mitigation priorities.

Safeguarding Young Workers

While SCPL does not actively employ young workers, our HR Manual and onboarding protocols are designed to ensure compliance with minimum legal working age requirements. In the rare event of any minor being engaged through third-party vendors or during plant visits, special supervision, safety briefing, and restricted zone access are enforced.

Monitoring Controls & Effectiveness Checks

We regularly monitor the effectiveness of internal controls through HR audits and process checks. These include supplier contract reviews, working hour logs, labor card verification, and periodic interviews with contractual staff to assess alignment with ethical labor expectations. Any irregularity is flagged to senior HR and immediately addressed through corrective action plans.

Grievance Redressal Mechanism

A structured grievance mechanism is in place to report child labor, forced labor, or trafficking risks. Accessible through email, physical submission, and direct supervisor channels, this system guarantees confidentiality, protection against retaliation, and timely resolution. Information on this mechanism is visibly posted across all operational units and explained during onboarding. In the event of a violation, SCPL activates a predefined remediation protocol in collaboration with relevant authorities and NGOs (if required). This includes removal of the affected individual from harmful conditions, psychosocial support, and education or employment pathway referrals based on age and situation. Every remediation instance is documented, monitored for closure, and reviewed by management to avoid recurrence.

Living Wage Measures

Saptagir Camphor Private Limited (SCPL) is committed to ensuring that all employees receive fair and equitable compensation aligned with living wage benchmarks. Our wage assessment approach combines internal salary analysis with global methodologies recognized under the IDH Living Wage Benchmark Methodologies Recognition Process.

Benchmarking & Gap Assessment

SCPL periodically conducts salary reviews and internal assessments using reference data from the IDH Salary Matrix and Fair Wage Network. Our analysis compares average wages across roles and skill levels to regional living wage benchmarks sourced from the WageIndicator and IDH platforms. Where applicable, benchmarks such as the Anker Reference Value Methodology and WageIndicator Typical Family Methodology are used to determine living cost equivalence in the regions we operate.

Remedial Actions & Continuous Improvement

Where discrepancies between current wages and benchmarked living wages are

observed, SCPL initiates a phased wage enhancement roadmap based on financial feasibility and impact prioritization. Focus is placed on roles with the most significant variance or those falling below entry-level benchmark wages. All changes are documented and approved through a formal wage revision process.

Key Implementation Practices:

- Salary band assessments are conducted annually in collaboration with the HR department.
- Wage gaps, if any, are identified by function, experience level, and employment type.
- Regional cost-of-living trends and inflation adjustments are factored into the wage review process.
- External advisors or databases are consulted to triangulate living wage thresholds and verify assumptions.

Employee Communication & Transparency

All employees are informed annually about the company's approach to wage review and fairness. During HR onboarding and periodic townhall sessions, SCPL reinforces its commitment to pay equity and cost-of-living alignment

KPI's	FY 22-23	FY 23-24	FY 24-25
% Employees Covered in Wage Benchmarking	100%	100%	100%
% Roles Aligned to or Above Living Wage Benchmark	92%	95%	100%
Methodology Used	WageIndicator Typical Family	IDH Salary Matrix	IDH Salary Matrix
# Corrective Wage Adjustments Made	18	22	100%

Workplace Environment & Safety Measures:



Employee Well-being, Working Conditions & Fair Compensation

At SCPL, we recognize that the quality of our work environment directly influences productivity, employee morale, and long-term business resilience. We maintain structured programs and monitoring systems to ensure compliance with labor laws, ethical employment practices, and our commitment to human-centered work design.

Working Hours & Overtime Monitoring

Systems in Place:

- SCPL has deployed a biometric-based time-tracking and attendance management system across all operational units.
- Weekly work hour reports are reviewed by HR to detect patterns of excessive working hours or unapproved overtime.
- Internal audits of timesheets and departmental logs are conducted quarterly to ensure compliance with the Factories Act and applicable labor regulations.

Employee Safeguards:

- Any cases of extended working hours are escalated to department heads for approval and require written justification.
- Employees exceeding daily limits are mandated to take compensatory rest days or leave.

Key Insight:

In FY 2024–25, no violations of working hour thresholds were recorded, indicating the effectiveness of monitoring and control mechanisms.

Wage Adequacy & Review Practices

Structured Compensation Review:

- SCPL reviews wage structures annually, benchmarking them against regional cost-of-living indexes, industry medians, and inflationary trends.
- The HR department uses data from the Consumer Price Index (CPI), labor market surveys, and IDH Salary Matrix tools for reference.

Fair Wage Adjustments:

- In FY 2023–24, we revised base wages for 12% of roles across production units to align with regional wage expectations and improve retention.

Noteworthy Practice:

A two-tier wage review committee, including finance and operations heads, evaluates the impact of wage changes on business sustainability and employee welfare.

Flexible Work Options

Initiatives Implemented:

SCPL offers job flexibility to administrative & supervisory staff through:

- Staggered working hours
- Optional Saturday work-from-home (pilot program initiated in FY 2023–24)
- Flexi-time arrival (window between 8:30–10:00 AM)

89%

FY 2023–24 Participation Rate

Top Scoring Area

Team collaboration & manager support

Action Plan

for the next fiscal year.

Improvement Area Identified: Cafeteria quality and transport services
All findings are reviewed by the senior management team and integrated into the HR.

Grievance Redressal on Working Conditions

Reporting Framework:

- SCPL has an internal grievance mechanism dedicated to working condition concerns, including:
 - Wages
 - Working hours
 - Social benefits

Mechanism Highlights:

- Multilingual communication posters across sites
- Email-based and physical complaint channels
- Non-retaliation policy strictly enforced
- Confidentiality maintained through anonymized handling

All grievances are tracked and closed within 10 business days, with monthly reports submitted to the HR Committee.

Measures for Good Working Conditions

Beyond Compliance:

- Regular ergonomic assessments of workstations
- Monthly health check-up camps for production employees
- Provision of subsidized meals, uniforms, and health insurance (covering family members)
- Recognition programs such as “Safe Worker of the Month” and “Attendance Champions”

These initiatives not only meet but exceed statutory obligations, helping create a safe and motivating environment across all levels of employment.

Occupational Health & Safety (OHS)

At SCPL, ensuring the health and safety of our workforce—including full-time employees and contracted workers—is integral to operational excellence. Our comprehensive Emergency Action Plan, detailed in the Safety Manual and displayed across all plant locations, outlines clear response protocols for fire, chemical spills, equipment malfunctions, and other emergencies. Regular fire drills and equipment checks are conducted, and emergency exits, PPE stations, and first-aid kits are routinely inspected and documented. Contracted workers also receive the same safety orientation and emergency training as permanent employees. To support workplace safety, SCPL maintains a formal Health & Safety Grievance Mechanism, enabling all workers to report incidents, risks, or concerns confidentially and without fear of retaliation. Reports are tracked through a centralized logbook, investigated within 72 hours, and followed by remediation where necessary.

We also implement preventive ergonomic practices to minimize risks of Repetitive Strain Injuries (RSI). These include workstation redesign, training on safe lifting techniques, and task rotation for high-repetition roles. Awareness emails and physical posters further educate workers on avoiding overuse injuries. Recognizing the importance of mental wellness, SCPL promotes psychological well-being through a confidential employee assistance hotline, periodic stress management sessions, and workload planning tools for supervisory staff. We have implemented flexible scheduling where feasible and provide access to informal counselling via trained peer mentors.

To manage hazardous substance exposure, we utilize closed systems, localized ventilation, and protective enclosures at handling points. Chemical handling SOPs and Material Safety Data Sheets (MSDS) are strictly enforced, and work rotations are scheduled to minimize exposure time. Together, these actions reflect SCPL’s proactive approach to fostering a safe, healthy, and inclusive workplace for all individuals present at our facilities.

Career Growth and Skills Development Framework

At SCPL, we view employee development as a continuous journey aligned with both individual potential and organizational growth. To support this, we have introduced a structured Individual Development & Career Planning (IDCP) framework, integrated into our annual performance review cycle. Managers are provided with guidelines and templates to facilitate focused discussions with team members about their short- and long-term career goals, strengths, skill gaps, and growth plans. These conversations are documented annually and serve as a foundation for targeted training, upskilling, and future role alignment.

In parallel, SCPL encourages internal mobility through a mix of vertical and horizontal transitions. Internal job openings are transparently communicated via notice boards and HR circulars, with equal consideration given to internal applicants before initiating external hiring. Employees are supported in transitioning between functions or locations, with several having advanced from shopfloor operations to supervisory or technical roles. This mobility is further enabled through on-the-job cross-skilling programs, job shadowing opportunities, and periodic internal mentorship initiatives.

Beyond the formal structures, we have implemented additional career support mechanisms, including post-training evaluations, department-specific learning modules, and periodic manager check-ins. During periods of organizational transition or restructuring, SCPL ensures impacted employees are provided with skill-matching assistance and, where feasible, redeployment within other departments to avoid layoffs.

Together, these actions reflect our commitment to nurturing talent, enabling upward and lateral career growth, and ensuring that every employee has a clearly visible and supported path within the organization.



Promoting Social Dialogue and Freedom of Association:

At Saptagir Camphor Private Limited (SCPL), collective bargaining is more than a procedural formality—it is a key pillar of our employee relations strategy. Our signed agreements with formally elected employee representatives reflect mutual understanding and respect on issues ranging from health and safety to wages, diversity, and more. Each agreement is fully compliant with applicable Indian labor laws, valid at the time of this report, and includes implementation mechanisms supported by HR and departmental leads.

We maintain and regularly update these agreements to ensure they continue to reflect operational realities and employee expectations. Below is a summary of the key areas where collective bargaining agreements are actively in place:

Indicator	Status / Details
Coverage of employees under CBA	100% of eligible permanent workforce
Agreement Validity	FY 2026–27
Employee Awareness of Agreement	100% informed via onboarding & bulletin displays
Implementation Monitoring Mechanism	Active – HR reviews, union audits, compliance logs

Occupational Health & Safety

SCPL's CBA includes detailed provisions on employee health and safety, including accident prevention, emergency protocols, availability of personal protective equipment (PPE), and periodic safety audits. The agreement also mandates joint health and safety inspections by representatives of both management and labor.

Working Conditions

Our collective agreement on working conditions outlines standards for work hours, overtime compensation, rest days, and leave policies. It also includes rules for shift scheduling and workload distribution, ensuring that working conditions remain humane, legally compliant, and industry-aligned.

Wages & Earnings Transparency

The company and union have agreed upon a structured salary progression model based on performance, skills, and years of service. Annual revisions are benchmarked against inflation and industry medians, with minimum thresholds set above the statutory minimum wage.

Career Management & Training Opportunities

Employees are supported in their professional growth through a jointly agreed-upon career progression and training framework. The CBA includes access to annual Individual Development Planning, technical skills programs, and promotion procedures—all reviewed through a fair appraisal system.

Anti-Discrimination & Harassment Safeguards

The agreement includes enforceable provisions on diversity, non-discrimination, and protection from harassment. It mandates prompt investigation of complaints, employee awareness sessions, and safeguards against retaliation, reinforcing SCPL's zero-tolerance policy.

Social Security & Benefits

To enhance employee welfare, SCPL's CBA covers social security entitlements such as provident fund contributions, employee insurance schemes, maternity/paternity leave benefits, and medical reimbursements. This agreement ensures a basic safety net for employees and their families beyond legal minimums.

Grievance Redressal & Dispute Resolution

Our collective bargaining framework also includes a dedicated grievance resolution procedure, ensuring employees have a formal channel to raise concerns or report violations of terms, policies, or ethical conduct. This includes timelines for redressal, escalation mechanisms, and protections for complainants.

Validity & Assurance of Implementation

All CBAs at SCPL are signed by authorized union representatives and company management, with effective dates and renewal clauses clearly stated.

Value Chain Risk Mapping – Human Rights Perspective:

During the reporting year, we assessed key suppliers (covering over 35% of total procurement value) for risks related to:

- Human rights and fair labour practices
- Worker wages and working hours
- Health and safety conditions at supplier sites

Corrective action plans were initiated where minor gaps were found, with follow-ups scheduled in the next cycle.

Key Metrics – FY 2024–25

Indicator	Value
Child/Forced Labour Cases	0
DEI Complaints Reported	0
Workers Trained on OHS & Human Rights	100%
Grievances Received via Redressal Cell	0
Supplier ESG Risk Assessments Conducted	200+ suppliers (38% of spend)

Future Focus Areas – FY 2025–26

- Introduce gender equity goals and DEI scorecards
- Expand ESG assessments to Tier 2 suppliers
- Launch digital grievance portal for real-time tracking
- Conduct third-party human rights audit at manufacturing sites

Environmental Responsibility

GRI Cover: GRI 2-7, 2-8, 2-30 | GRI 401-1, 401-2 | GRI 403-1 to 403-10 | GRI 404-1, 404-2 | GRI 405-1 | GRI 406-1 | GRI 408-1, 409-1 | GRI 412-1 | GRI 414-1

The Section of Sustainability Report includes :

- Environmental Policy
- Energy, Emissions & Climate Initiatives



Environmental Policy

GRI 2-23-24 | GRI 302-307

Saptagir Camphor Pvt. Ltd. is committed to driving sustainability through responsible operations, innovation, and compliance.

- **Energy & Emissions:** We've adopted a structured energy management approach with real-time monitoring to reduce GHG emissions, aligning with national, global climate goals.
- **Air Quality Management:** Advanced technologies help reduce particulate matter, NOx, and SOx emissions, maintaining levels well below regulatory norms.
- **Materials & Waste:** We use environmentally friendly materials, minimize hazardous substances, and responsibly manage both hazardous and non-hazardous waste.
- **Water Stewardship:** Water-efficient technologies and reuse systems help us significantly cut consumption and prevent pollution.
- **Biodiversity:** We ensure minimal disruption to local ecosystems through land preservation and pollution control.
- **Product Lifecycle Impact:** Our product design and disposal practices focus on minimizing environmental harm and promoting responsible recycling.
- **End-of-Life Waste Management:** We partner with certified agencies for safe disposal and recovery of product waste, supporting a circular economy.
- **Customer Health & Safety:** Products are tested rigorously to meet the highest safety standards, ensuring user well-being and safe handling.
- **Environmental Advocacy:** We actively promote sustainability through community engagement, awareness campaigns, and clean production initiatives.
- **Legal Compliance:** We fully adhere to all environmental regulations and go beyond mandatory requirements through voluntary certifications and best practices.

These initiatives reflect our broader vision of low-carbon growth, resource efficiency, and environmental stewardship.

Energy, Emissions & Climate Initiatives

GRI 201 | GRI 302, 305



1. Climate Strategy and Energy Management:

a. Energy Consumption & GHG Measures:

At Saptagir Camphor Pvt. Ltd., energy consumption and greenhouse gas (GHG) reduction are addressed through a comprehensive, multi-layered strategy aligned with global climate goals.

The company begins by establishing a detailed emissions baseline across Scope 1, 2, and relevant Scope 3 categories using GHG Protocol standards. This is followed by regular energy and carbon audits to evaluate consumption patterns and emission sources across operations, identifying priority areas for efficiency upgrades and emissions reduction. A range of energy efficiency initiatives—such as the deployment of LED lighting, variable frequency drives, and optimized HVAC systems—are implemented alongside process improvements like waste heat recovery and lean manufacturing practices.

To further accelerate its decarbonization journey, Saptagir Camphor has significantly invested in the integration of renewable energy through both on-site solar installations and off-site green power purchase agreements (PPAs), targeting a substantial renewable energy share in its overall energy mix. For hard-to-abate emissions, the company explores and implements carbon capture and storage (CCS) technologies, particularly in high-intensity process areas. Additionally, Saptagir Camphor offsets residual emissions through the purchase of verified carbon credits from high-quality, third-party certified projects under standards such as Gold Standard and Verra (VCS).

Beyond conventional measures, the company also engages in advanced decarbonization actions including the use of internal carbon pricing for sustainable investment decisions, employee sensitization on energy conservation, and collaboration with suppliers to reduce Scope 3 emissions.

This holistic and forward-thinking approach reflects Saptagir Camphor's strong commitment to sustainable industrial growth and its alignment with Science Based Targets (SBTi) and Net Zero pathways.

b. Air Pollution Prevention Measures

- Installation of air pollution control systems (e.g., scrubbers, ESPs, filters).
- Monitoring of key air pollutants: SO_x, NO_x, PM, VOCs, etc.
- Compliance with national and international air quality standards.

2. Water Conservation and Efficiency:



SCPL is committed to responsible water management through regular audits, risk assessments, and the use of metering systems across key operations. To reduce freshwater consumption and ensure long-term sustainability, we have implemented rainwater harvesting, water recycling, and efficiency measures.

Our approach begins with site-wise water risk assessments using tools like the WRI Aqueduct and WWF Water Risk Filter, identifying physical, regulatory, and community-related risks. These assessments are periodically reviewed to stay aligned with water availability and compliance requirements.

We conduct annual water audits and have installed water meters at major consumption points, including boiler systems, production units, and utility/domestic uses. Consumption is benchmarked using metrics such as liters per unit of output. Water optimization efforts include low-flow fixtures, auto-shut valves, process improvements, and real-time monitoring for leaks and usage tracking.

SCPL promotes water reuse through ETPs and RO systems, treating water for use in cooling towers, gardening, vehicle washing, and toilet flushing. Zero Liquid Discharge (ZLD) systems are deployed wherever feasible. Rainwater harvesting systems are in place, along with groundwater recharge pits to help restore aquifers.

Wastewater is carefully managed, with grey and black water streams treated separately. Discharge quality is regularly tested for pH, BOD, COD, and TSS, ensuring compliance with CPCB/SPCB norms and GRI 303 standards.

Employees receive training on water conservation, while preventive maintenance and water-efficient landscaping further support our sustainability goals. We also work with suppliers to reduce indirect water impacts.

Water performance is disclosed through GRI 303, CDP Water Security, and our sustainability reports. Key indicators—such as total withdrawal, recycled water percentage, and water intensity per product—are tracked regularly to drive continuous improvement.

3. Air Emissions Management:



The organization has implemented a comprehensive Air Quality Management Policy, aligned with National Ambient Air Quality Standards (NAAQS), CPCB/SPCB regulations, IFC/WHO guidelines, and ISO 14001. A structured governance framework assigns clear EHS responsibilities, supported by internal oversight and regular audits.

The first step involves identifying key emission sources—such as particulate matter (PM_{2.5} and PM₁₀) from boilers and dust operations, odours from VOCs, waste storage, and noise from equipment like fans and compressors. Odour dispersion models like CALPUFF are used to assess impact zones up to 1–1.5 km from sources.

A robust monitoring system supports this, including Continuous Emission Monitoring Systems (CEMS) for PM, SO_x, and NO_x, Ambient Air Quality Monitoring (AAQM) at site boundaries, and odour assessments through olfactometry, scentometers, and FIDOL analysis. Noise levels are also tracked at key equipment points per regulatory standards.

To mitigate emissions, the organization uses bag filters, cyclones, ESPs, and wet scrubbers for particulate control, along with enclosures, fogging, and road cleaning. For odour control, technologies like biofilters, carbon beds, and chemical scrubbers are combined with closed systems and routine maintenance. Noise is addressed through preventive maintenance, acoustic insulation, and operational scheduling, while cleaner fuels, low-NO_x burners, energy-efficient systems, and green buffers help further reduce environmental impact.

Training is provided to employees on pollution control, odour detection, and emergency response. Standardized SOPs are integrated into operations, supported by toolbox talks and periodic drills.

Finally, the organization reports performance per GRI 305 (Emissions) and GRI 306 (Effluents & Waste), and through national systems like OCEMS. Annual third-party audits and community feedback help refine strategies and drive continuous improvement in air quality and emission control.

4. Responsible Material Use and Chemical Safety:



The company has implemented a robust Chemicals and Materials Management Policy, aligned with REACH, RoHS, GHS, and the Basel Convention, along with an internal Restricted Substances List (RSL) and Safe and Sustainable by Design (SSD) principles.

A detailed material and waste mapping system is in place to classify hazardous and non-hazardous substances, identify Persistent Organic Pollutants (POPs), and assess recyclability and end-of-life impacts. All inputs are tagged by hazard classification and volume for better traceability.

Efforts to optimize material use include process improvements, lean manufacturing, and design simplification, alongside the use of recovered or recycled inputs like industrial by-products and eco-friendly alternatives, promoting a circular economy approach.

To manage hazardous substances, the company substitutes high-risk materials with safer alternatives, reduces toxicity and volume through design changes, and ensures proper disposal via certified TSDFs using neutralization or incineration. Actions are also taken to eliminate POPs, following the Stockholm Convention.

In terms of waste management, waste streams are mapped by type and hazard, while employees are trained on sorting, minimization, and responsible disposal. The company restricts the transboundary movement of hazardous waste in full compliance with the Basel Convention, using certified vendors.

Regular training programs are conducted on chemical safety, MSDS usage, PPE, spill response, and waste segregation practices, supported by drills and safety certifications. Performance is tracked through KPI's like material reuse, hazardous waste volumes, and POPs phased out, with reporting aligned to GRI 301, 306, and 307, and verified by third-party audits and compliance checks.

5. Waste Minimization and Circular Practices:



At Saptagir Camphor Pvt Ltd, waste management is framed around regulatory compliance, sustainability, and resource efficiency. The company adheres to CPCB/SPCB standards and the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016, ensuring strict governance under ISO 14001 systems.

Detailed waste stream mapping tracks categories like plastics, e-waste, battery, and hazardous/non-hazardous waste, with total generation rising from 123.8 MT in FY 22–23 to 346.27 MT in FY 23–24.

The company embeds comprehensive employee training programs to promote waste sorting, reduction, and safe handling—driving source segregation with color-coded bins and SOP alignment. Operational actions align with the 5R hierarchy: refuse, reduce, reuse, recycle, and recover. Recyclables are directed to authorized vendors, compostable organics are treated on-site or sent for energy recovery, while non-recyclables are processed through incineration or co-processing pathways.

Strict measures handle hazardous waste: it's properly labelled, stored, and dispatched to approved vendors, and transboundary movements occur only under valid documentation and Basel-aligned approvals. The company also restricts unauthorized imports or exports of hazardous materials to maintain full regulatory compliance.

For tracking, the firm uses digital logs and waste registers to derive actionable insights and metrics like waste intensity per turnover or production unit. Vendor assessments and regular infrastructure upgrades—such as labeled collection systems and secure storage—ensure operational integrity. Both internal KPI's and external reporting follow GRI306 guidelines, with performance transparently shared in annual reports, reinforced through third-party audits and continuous stakeholder engagement.

6. Lifecycle Management and Customer Health:



At Saptagir Camphor Pvt. Ltd., product lifecycle and customer safety are embedded from design to disposal. The company uses high-purity raw materials sourced responsibly and follows strict manufacturing protocols under WHO-GMP and ISO standards.

All products undergo quality testing and are labelled with safety instructions, hazard symbols, and MSDS to ensure safe use. To reduce environmental impact, the company optimizes packaging by minimizing material use, simplifying material types for recyclability, and incorporating resealable or returnable options. During distribution, safety and traceability are maintained throughout the logistics chain.

Customers receive guidance on safe handling and proper disposal of products and packaging. The company collaborates with recyclers and authorized vendors to promote circular material flows and minimize end-of-life environmental impact. Feedback from users is reviewed regularly to improve safety practices and product design. These efforts are governed by ISO systems and reported under GRI 416, ensuring full regulatory compliance.

7. Customer Health and Safety Assurance:



At Saptagir Camphor Pvt. Ltd., customer health and safety is prioritized across the product lifecycle. All products undergo risk assessments using chemical safety databases, with a focus on high-purity, low-toxicity raw materials. Manufacturing follows strict WHO-GMP and ISO standards, supported by quality checks to prevent safety deviations.

To ensure safe usage, customers receive detailed safety information through datasheets and awareness programs. Emergency preparedness and recall protocols are in place for rapid response to any safety issues. Feedback on health and safety is collected through structured channels and used to drive improvements. Customers are also guided on responsible disposal of products and packaging. These efforts are embedded in the company's ISO systems and disclosed under GRI 416.

7. Supply Chain Due Diligence & Responsible Sourcing



Saptagir Camphor Private Limited is committed to building a resilient, transparent, and ethical supply chain. We recognize that our responsibility extends beyond our operations to the practices of our suppliers and business partners. Our approach to responsible sourcing is guided by internationally recognized standards and our internal

sustainability goals, ensuring that environmental and human rights risks are identified, mitigated, and continuously improved.

Our supply chain due diligence process encompasses risk assessment, capacity-building, monitoring, and engagement with suppliers through proactive tools such as audits, training, and grievance mechanisms.

Saptagir has instituted a robust supplier due diligence mechanism to ensure ethical, responsible, and sustainable sourcing across its operations. A comprehensive risk assessment process is implemented across all critical supply chain categories to identify and address potential adverse sustainability impacts. To monitor compliance, the company conducts regular on-site and virtual audits, focusing on environmental, labor, and ethical standards.

To strengthen supplier capabilities, capacity building programs and joint initiatives are conducted, addressing key sustainability risks and promoting continuous improvement. An incentive program is also in place to recognize and reward suppliers who demonstrate strong ESG performance. Furthermore, sustainable procurement metrics are integrated into the procurement team's KPIs and annual performance reviews, reinforcing accountability at the buyer level.

Saptagir also ensures a worker voice and grievance mechanism is accessible to all supplier employees, with assurances of confidentiality and non-retaliation. Ongoing supplier engagement takes place through surveys, audits, and corrective action plans to address both social and environmental concerns. In addition, specific mechanisms have been established to engage rights-holders, including supplier workers and local communities, thereby promoting inclusive and transparent value chain practices.

ESG Performance & KPI's's Roadmap

The Section of Sustainability Report includes :

- KPI's's Roadmap
- Alignment with SDGs / UNGC / SBTi
- Certifications Coverage & External Assurance



KPI's's Roadmap

A. Key ESG Achievements: (Last FY) / B. ESG Targets: (Next 3-5 Years)

ENVIRONMENTAL KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Greenhouse Gas (GHG)(Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq) 908.47	Scope 1 GHG (tCO ₂ eq)4% Reduction(Target / Actual) 878/870.8	Scope 1 GHG (tCO ₂ eq)8% Reduction(Target / Actual) 841/755.04	Scope 1 GHG (tCO ₂ eq)12% Reduction(Target / Actual) 805/ 126.8	Scope 1 GHG (tCO ₂ eq)20% Reduction(Target / Actual) 732	
	Scope 2 GHG (tCO ₂ eq) 6485.46	Scope 2 GHG (tCO ₂ eq)4% Reduction(Target / Actual) 6226/5743.2	Scope 2 GHG (tCO ₂ eq)8% Reduction(Target / Actual) 5966/4774.41	Scope 2 GHG (tCO ₂ eq)12% Reduction(Target / Actual) 5706 / 796	Scope 2 GHG (tCO ₂ eq)20% Reduction(Target / Actual) 5188/	
	Scope 3 GHG (tCO ₂ eq) 1,712.70	Scope 3 GHG (tCO ₂ eq) 4% Reduction(Target / Actual) 1,645/1,583.31	Scope 3 GHG (tCO ₂ eq)8% Reduction(Target / Actual) 1,576/1,565.64	Scope 3 GHG (tCO ₂ eq)12% Reduction(Target / Actual) 1,508 / 195.58	Scope 3 GHG (tCO ₂ eq)20% Reduction(Target / Actual) 1,371/	
	Scope 3 Downstream GHG Emission (tCO ₂ eq) 563.76	Scope 3 Downstream GHG Emission (tCO ₂ eq) 4% Reduction(Target / Actual) 541/365.22	Scope 3 Downstream GHG Emission (tCO ₂ eq) 8% Reduction(Target / Actual) 519/359.17	Scope 3 Downstream GHG emission(tCO ₂ eq) 12% Reduction(Target / Actual) 496/ 33.63	Scope 3 Downstream GHG Emission (tCO ₂ eq)20% Reduction(Target / Actual) 451/	
	Scope 3 Upstream GHG Emission (tCO ₂ eq) 236.15	Scope 3 Upstream GHG Emission (tCO ₂ eq) 4% Reduction(Target / Actual) 227/283.74	Scope 3 Upstream GHG Emission (tCO ₂ eq) 8% Reduction(Target / Actual) 217/310.38	Scope 3 Upstream GHG Emission(tCO ₂ eq)12% Reduction(Target / Actual) 208/ 21.74	Scope 3 Upstream GHG Emission (tCO ₂ eq)20% Reduction(Target / Actual) 189 /	
	GHG Emission Intensity(Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in Cr.)) 12.45	GHG Emission Intensity(Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in Cr.)) (Target / Actual) 12/13.2	GHG Emission Intensity(Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in Cr.))(Target / Actual) 11.45/10.80	GHG Emission Intensity(Scope 1 + Scope 2) (tCO ₂ eq / Revenue (Cr.)) (Target / Actual) 10.96 /	GHG Emission Intensity(Scope 1 + Scope 2) (tCO ₂ eq / Revenue (Cr.)) (Target / Actual) 10 /	
	Total gross annual revenue (Actual) 594 Crores	Total gross annual revenue (Actual) 501 Crores	Total gross annual revenue (Actual) 512 Crores	Total gross annual revenue (Actual)	Total gross annual revenue (Actual)	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	% of people Trained on GHG 100 %	% of people Trained on GHG (Target / Actual) 100 % / 100 %	% of people Trained on GHG (Target / Actual) 100 % / 100 %	% of people Trained on GHG (Target / Actual) 100 % / 100 %	% of people Trained on GHG (Target / Actual) 100 % /	
	Scope 1 GHG (tCO2eq) 908.47	Scope 1 GHG (tCO2eq)4% Reduction(Target / Actual) 878/870.8	Scope 1 GHG (tCO2eq)8% Reduction(Target / Actual) 841/755.04	Scope 1 GHG (tCO2eq)12% Reduction(Target / Actual) 805/ 126.8	Scope 1 GHG (tCO2eq)20% Reduction(Target / Actual) 732/	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100 % /	
Environmental Complaints	# of Complaints 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 /	
Energy	Total energy consumption (in KWH) 9205936	Total energy consumption (in KWH)(Target / Actual) 8837698/ 8021227	Total energy consumption (in KWH)(Target / Actual) 8469461/9281276	Total energy consumption (in KWH)(Target / Actual) 8101223/1094946	Total energy consumption (in KWH) (Target / Actual) 7364748/	
	Energy Intensity(MJ/Revenue (in Cr.) 55794	Energy Intensity(MJ/Revenue (in Cr.)(Target / Actual) 53562/57637	Energy Intensity(MJ/Revenue (in Cr.)(Target / Actual) 51330/65258.9	Energy Intensity(MJ/Revenue (in Cr.)(Target / Actual) 49099/	Energy Intensity(MJ/Revenue (in Cr.) (Target / Actual) 44635	
	Total renewable energy consumption (in KWH) 0	Total renewable energy consumption (in KWH)(Target / Actual) 150000/ 1567372	Total renewable energy consumption (in KWH)(Target / Actual) 4000000 / 4167577	Total renewable energy consumption (in KWH) (Target / Actual) 5400000 /6,98,796.16	Total renewable energy consumption (in KWH)(Target / Actual) 6000000 /	
	Renewable Energy against Total Energy (%)0 %	Renewable Energy against Total Energy (%) 10% /19.5%	Renewable Energy against Total Energy (%) 30% / 44.9%	Renewable Energy against Total Energy(%) 50%/ 63%	Renewable Energy against Total Energy (%) 100% /	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Energy	% of people Trained on Energy Efficiency 100 %	% of people Trained on Energy Efficiency(Target / Actual) 100 % / 100 %	% of people Trained on Energy Efficiency(Target / Actual) 100 % / 100 %	% of people Trained on Energy Efficiency(Target / Actual) 100 %/ 100 %	% of people Trained on Energy Efficiency(Target / Actual) 100 %/	
Water	Total Water consumption(in Kilo Litres / Year) 46950	Total Water consumption(in Kilo Litres / Year)(Target / Actual) 45072.25/44508	Total Water consumption(in Kilo Litres / Year)(Target / Actual) 43194/42980	Total Water consumption (in Kilo Litres / Year)(Target / Actual) 41316/6330	Total Water consumption (in Kilo Litres / Year)(Target / Actual) 37560/	
	Total Water recycled and reused (in Kilo Litres / Year) 9390	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 9765.6/ 8900	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 10141.2/ 8596	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 10516.8/ 1,472.35	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 11268/	
	Total Rain Water Harvested(in Kilo Litres / Year) 8000	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 8320/9000	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 8640/9500	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 8960/ 1420	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 9600/	
	Total water consumption per employee(in Litres / Employee / Day) 72	Total water consumption per employee(in Litres / Employee/ Day)(Target / Actual) 69.12/68	Total water consumption per employee(in Litres / Employee/ Day)(Target / Actual) 66.24/65	Total water consumption per employee(in Litres / Employee/ Day)(Target / Actual) 63.36/ 62.98	Total water consumption per employee(in Litres / Employee/ Day) (Target / Actual) 57.60/	
	Total Water Treated(In % of Total Water consumption) 100 %	Total Water Treated(In % of Total Water consumption) (Target / Actual) 100 % / 100 %	Total Water Treated(In % of Total Water consumption) (Target / Actual) 100 % / 100 %	Total Water Treated(In % of Total Water consumption) (Target / Actual) 100 % / 100 %	Total Water Treated(In % of Total Water consumption)(Target / Actual) 100 % /	
	Water Intensity(Water consumed / Revenue (in Cr.) 79	Water Intensity(Water consumed / Revenue (in Cr.) 75.84/89	Water Intensity(Water consumed / Revenue (in Cr.) 72.68/84	Water Intensity(Water consumed / Revenue (in Cr.) 69.52/	Water Intensity(Water consumed / Revenue (in Cr.) 69.52/	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Water	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 42	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <100 / 45	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <100 / 28	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <100 / 38	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <100 /	
	Pollutants present in waste water Chemical Oxygen Demand(milligram / Litre) (Limit / Result) <250/88	Pollutants present in waste water Chemical Oxygen Demand(milligram / Litre) (Limit / Result) <250 / 101	Pollutants present in waste water Chemical Oxygen Demand(milligram / Litre) (Limit / Result) <250 / 82	Pollutants present in waste water Chemical Oxygen Demand(milligram / Litre) (Limit / Result) <250 / 96	Pollutants present in waste water Chemical Oxygen Demand(milligram / Litre) (Limit / Result) <250 /	
	Pollutants present in waste water Biological Oxygen Demand(milligram / Litre) (Limit / Result) <30 / 20	Pollutants present in waste water Biological Oxygen Demand(milligram / Litre) (Limit / Result) <30 / 23	Pollutants present in waste water Biological Oxygen Demand(milligram / Litre) (Limit / Result) <30 / 19	Pollutants present in waste water Biological Oxygen Demand(milligram / Litre) (Limit / Result) <30 / 22	Pollutants present in waste water Biological Oxygen Demand(milligram / Litre) (Limit / Result) <30 /	
	% of people Trained on Water Efficiency 100 %	% of people Trained on Water Efficiency (Target /Actual) 100 % / 100 %	% of people Trained on Water Efficiency (Target /Actual) 100 % / 100 %	% of people Trained on Water Efficiency (Target /Actual) 100 % / 100 %	% of people Trained on Water Efficiency (Target /Actual) 100 % /	
Air Pollution	SOx (Micro /m3)(Limit /Result) ≤ 80/ 10.6	SOx (Micro /m3)(Limit /Result) ≤ 80/13	SOx (Micro /m3)(Limit /Result) ≤ 80/13	SOx (Micro /m3)(Limit /Result) ≤ 80 / 12.7	SOx (Micro /m3)(Limit /Result) ≤ 80 /	
	NOx (Micro /m3) (Limit /Result) ≤ 80/ 15.5	NOx (Micro /m3)(Limit /Result) ≤ 80/18	NOx (Micro /m3)(Limit /Result) ≤ 80/18	NOx (Micro /m3)(Limit /Result) ≤ 80 / 19.1	NOx (Micro /m3)(Limit /Result) ≤ 80	
	PM10 (mg/M3)(Limit /Result) ≤ 100/ 0.0597	PM10 (mg/M3)(Limit /Result) ≤ 100/0.065	PM10 (mg/M3)(Limit /Result) ≤ 100/0.063	PM10 (mg/M3)(Limit /Result) ≤ 100/ 0.068	PM10 (mg/M3)(Limit /Result) ≤ 100	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Air Pollution	PM2.5 (mg/M3)(Limit /Result) ≤60/0.0323	PM2.5 (mg/M3)(Limit /Result) ≤60/0.034	PM2.5 (mg/M3)(Limit /Result) ≤60/0.033	PM2.5 (mg/M3)(Limit /Result) ≤60/ 0.031	PM2.5 (mg/M3)(Limit /Result) ≤60	
Light	Cases of Non-Compliance of IS – 3646 StandardPart – III 0 / 0	Cases of Non-Compliance of IS – 3646 StandardPart – III 0 / 0	Cases of Non-Compliance of IS – 3646 StandardPart – III 0 / 0	Cases of Non-Compliance of IS – 3646 StandardPart – III 0 / 0	Cases of Non-Compliance of IS – 3646 StandardPart – III 0 /	
Noise	Day Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 75/65.25	Day Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 67/75	Day Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 65 /75	Day Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 63.3 / 75	Day Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) / 75	
	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 61.08/70	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 62 /70	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 60 /70	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 58.7 / 70	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) / 70	
Biodiversity Conservation	Number of native species supported (Target / Actual) 1	Number of native species supported(Target / Actual) 1/1	Number of native species supported(Target / Actual) 1/1	Number of native species supported(Target / Actual) 1 / 1	Number of native species supported(Target / Actual) 1 /	
	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%/100%	% of total workforce received training on Biodiversity conservation 100%/100%	% of total workforce received training on Biodiversity conservation 100% / 100%	% of total workforce received training on Biodiversity conservation 100% /	
	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%/100%	% of total department covered in Internal risk assessment Biodiversity 100%/100%	% of total department covered in Internal risk assessment Biodiversity 100% / 100%	% of total department covered in Internal risk assessment Biodiversity 100% /	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Biodiversity Conservation	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1/1	Number of Awareness session conducted on Biodiversity conservation 1/1	Number of Awareness session conducted on Biodiversity conservation 2 / 1	Number of Awareness session conducted on Biodiversity conservation 3 /	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 /	
Waste Generation	Total Waste Generated (in Metric Tonnes)(Target / Actual) 1273.5	Total Waste Generated (in Metric Tonnes)(Target / Actual) 1231.30/1227.7	Total Waste Generated (in Metric Tonnes)(Target / Actual) 1180/1136.16	Total Waste Generated (in Metric Tonnes)(Target / Actual) 1500/207.25	Total Waste Generated (in Metric Tonnes)(Target / Actual) 1400 /	
	Total Hazardous Waste Generation (in Metric Tonnes) 9.1375	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 8.772/6.89	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 8.4065/5.09	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 8.4065/ 0.93	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 7.31/	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 1264.4	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1222.46/1220.821	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1171.52/1130.26	Total non-Hazardous Waste Generation (in Metric Tonnes)(Target / Actual) 1120.60/ 203.45	Total non-Hazardous Waste Generation (in Metric Tonnes)(Target / Actual) 1018.72/	
	% of total waste from company operations diverted from landfills 100 %	% of total waste from company operations diverted from landfills(Target / Actual) 100 % / 100 %	% of total waste from company operations diverted from landfills(Target / Actual) 100 % / 100 %	% of total waste from company operations diverted from landfills(Target / Actual) 100 % / 100 %	% of total waste from company operations diverted from landfills(Target / Actual) 100 % /	
	Total Waste recycled in a year (in Metric Tonnes) 334	Total Waste recycled in a year (in Metric Tonnes) 347.36/289.71	Total Waste recycled in a year (in Metric Tonnes) 360.72/208.91	Total Waste recycled in a year (in Metric Tonnes) 374.08 / 37.60	Total Waste recycled in a year (in Metric Tonnes) 400.8/	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Product use and product End of Life	Reporting on Product End of Life Treatment (Target / Actual) 0	Reporting on Product End of Life Treatment(Target / Actual) 0/0	Reporting on Product End of Life Treatment(Target / Actual) 0/0	Reporting on Product End of Life Treatment(Target / Actual) 1 / 1	Reporting on Product End of Life Treatment(Target / Actual) 1 /	
	Percentage of products designed using sustainable or recycled materials 100 %	Percentage of products designed using sustainable or recycled materials.(Target / Actual) 100 % / 100 %	Percentage of products designed using sustainable or recycled materials.(Target / Actual) 100 % / 100 %	Percentage of products designed using sustainable or recycled materials. (Target / Actual) 100% / 100%	Percentage of products designed using sustainable or recycled materials. (Target / Actual) 100% /	
	The percentage of products returned by customers compared to the total number of products sold. 0.66%	The percentage of products returned by customers compared to the total number of products sold.(Target / Actual) 1.0% / 0.65%	The percentage of products returned by customers compared to the total number of products sold.(Target / Actual) 1.0% / 0.67%	The percentage of products returned by customers compared to the total number of products sold. (Target / Actual) <1.0% / 0.09%	The percentage of products returned by customers compared to the total number of products sold.(Target / Actual) <1.0% /	
	The percentage of customers who are aware of and participate in the company's recycling programs. 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs. (Target / Actual) 100% /	
	Reporting on Product End of Life Treatment (Target / Actual) 0	Reporting on Product End of Life Treatment(Target / Actual) 0 / 0	Reporting on Product End of Life Treatment(Target / Actual) 0 / 0	Reporting on Product End of Life Treatment(Target / Actual) 0 / 0	Reporting on Product End of Life Treatment(Target / Actual) 0 /	

ENVIRONMENTAL KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 8.61%	Percentage of recycled input material out of total materials consumed (Target / Actual) 10%/10%	Percentage of recycled input material out of total materials consumed 11%/12.12%	Percentage of recycled input material out of total materials consumed 12% / 12.12%	Percentage of recycled input material out of total materials consumed 13% /	
	Number of awareness session with customer on disposal of product after use 2	Number of awareness session with customer on disposal of product after use 2 / 2	Number of awareness session with customer on disposal of product after use 2 / 2	Number of awareness session with customer on disposal of product after use 2 / 2	Number of awareness session with customer on disposal of product after use / 2	
	% of customers covered in awareness session on disposal of product after use 100%	% of customers covered in awareness session on disposal of product after use 100% / 100%	% of customers covered in awareness session on disposal of product after use 100% / 100%	% of customers covered in awareness session on disposal of product after use 100 % / 100 %	% of customers covered in awareness session on disposal of product after use 100 % /	
	% of company's customer base has actively engaged in sustainable consumption practices 100%	% of company's customer base has actively engaged in sustainable consumption practices 100% / 100%	% of company's customer base has actively engaged in sustainable consumption practices 100% / 100%	% of company's customer base has actively engaged in sustainable consumption practices 100 % /100 %	% of company's customer base has actively engaged in sustainable consumption practices 100 % /	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 30%	% of Employees Trained Sustainable Sourcing of Raw material(Target / Actual) 40% / 40%	% of Employees Trained Sustainable Sourcing of Raw material(Target / Actual) 50% / 50%	% of Employees Trained Sustainable Sourcing of Raw material(Target / Actual) 60 % / 50%	% of Employees Trained Sustainable Sourcing of Raw material(Target / Actual) 70 % /	
	% of Sustainable Sourcing of Raw material(Target / Actual) 15%	% of Sustainable Sourcing of Raw material(Target / Actual) 20% / 20%	% of Sustainable Sourcing of Raw material(Target / Actual) 35% / 35%	% of Sustainable Sourcing of Raw material(Target / Actual) 45% / 37 %	% of Sustainable Sourcing of Raw material(Target / Actual) 55% /	

ENVIRONMENTAL KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% /	
	Percentage of operational sites with an environmental certification, such as ISO 50001 0	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 0 / 0	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 0 / 0	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% /	
Environmental service and advocacy	% Customers Participating in product related Training Programs 100%	% Customers Participating in product related Training Programs (Target / Actual) 100% / 100%	% Customers Participating in product-related Training Programs (Target / Actual) 100% / 100%	% Customers Participating in service-related Training Programs (Target / Actual) 100% / 100%	% Customers Participating in service-related Training Programs (Target / Actual) 100% /	
	# Number of environmental service and advocacy events organized 5	# Number of environmental service and advocacy events organized 10 / 6	# Number of environmental service and advocacy events organized 10 / 8	# Number of environmental service and advocacy events organized 11 / 9	# Number of environmental service and advocacy events organized 12 /	
	% of Customers Participating in environmental service and advocacy related Training Programs 5%	% of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) 20% / 7%	% of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) 20% / 11%	% of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) 21% / 13%	% of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) 27% /	
Training	% of buyers across all locations who have received training on sustainable procurement 75%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 100%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 100%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 100%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% /	
	% of total workforce received training on environmental issues 75%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% /	

Social KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Employment	Child Labour (Target / Actual) 0	Child Labour (Target / Actual) 0 / 0	Child Labour (Target / Actual) 0 / 0	Child Labour (Target / Actual) 0 / 0	Child Labour (Target / Actual) 0 /	
	Force Labour (Target / Actual) 0	Force Labour (Target / Actual) 0 / 0	Force Labour (Target / Actual) 0 / 0	Force Labour (Target / Actual) 0 / 0	Force Labour (Target / Actual) 0 /	
	Human Trafficking (Target / Actual) 0	Human Trafficking (Target / Actual) 0 / 0	Human Trafficking (Target / Actual) 0 / 0	Human Trafficking (Target / Actual) 0 / 0	Human Trafficking (Target / Actual) 0 /	
	Attrition Ratio (Target / Actual) 3	Attrition Ratio (Target / Actual) 3 / 3	Attrition Ratio (Target / Actual) 3 / 3	Attrition Ratio (Target / Actual) 3 / 2.98	Attrition Ratio (Target / Actual) 3 /	
	Total Training Hours of employees (Target / Actual) 4073	Total Training Hours of employees (Target / Actual) 1700/2976	Total Training Hours of employees (Target / Actual) 1700/1624	Total Training Hours of employees (Target / Actual) 1750 / 297	Total Training Hours of employees (Target / Actual) 1900 /	
	Total Training Hours per employee (Target / Actual) 10	Total Training Hours per employee (Target / Actual) 10/10	Total Training Hours per employee (Target / Actual) 10/ 10	Total Training Hours per employee (Target / Actual) 11 / 1.5	Total Training Hours per employee (Target / Actual) 12 /	
	Average Salary above Minimum Wages (Rs.) 16500	Average Salary above Minimum Wages (Rs.) 17500/18000	Average Salary above Minimum Wages (Rs.) 18000 /19000	Average Salary above Minimum Wages (Rs.) 18500 / 19000	Average Salary above Minimum Wages (Rs.) 19500 /	
	Pay ratio between the highest-paid person and the median employee (%) 2.61	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 3:1 / 3.13	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1 / 3.94	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 5:1 / 3.84	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 6:1 /	

Social KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Employment	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%	Employees Above Living wage rules 100% /	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 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% /	
	Hiring of Local People(%) 95%	Hiring of Local People(%) 95%/95%	Hiring of Local People(%) 95%/95%	Hiring of Local People(%) 98% / 95%	Hiring of Local People (%) 00% /	
	Hiring of People with Disability 0%	Hiring of People with Disability (%) 0.5%/0.4	Hiring of People with Disability (%) (%) 0.5%/0.4	Hiring of People with Disability (%) (%) 0.5% / 0.4	Hiring of People with Disability (%) (%) 0.5% /	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0.5%/0	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0.5%/0	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1.5% / 0	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1.5% /	
	Hiring of Vulnerable / Marginalized People in company (%)0%	Hiring of Vulnerable / Marginalized People in company (%)0%/0%	Hiring of Vulnerable / Marginalized People in company (%)0%/0%	Hiring of Vulnerable / Marginalized People in company (%)0.5% / 0%	Hiring of Vulnerable / Marginalized People in company (%)0.8% /	
	% of your employees with disabilities feel included and supported in the workplace? Nil	% of your employees with disabilities feel included and supported in the workplace? 100%/100%	% of your employees with disabilities feel included and supported in the workplace? 100%/100%	% of your employees with disabilities feel included and supported in the workplace? 100% / 100%	% of your employees with disabilities feel included and supported in the workplace? 100% /	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employee 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 /	

Social KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 /	
	Lost time Severity (LTI) frequency rate for Employees 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 /	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	
	# of Work-related Incidents 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 /	
	# of Fatal Incidents 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 /	
	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 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 /	
	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% /	
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%	% of direct employees covered by a living wage benchmarking analysis(Target / Actual) 100% /	

Social KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	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 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 average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	
	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%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100% / 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100% / 100%	
	% of the total workforce across all locations who received regular performance and career development reviews 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	
	# of Complaints reported on Child Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking 0 / 0	# of Complaints reported on Child Labour / Human Trafficking(Target / Actual) 0 / 0	# of Complaints reported on Child Labour / Human Trafficking(Target / Actual) 0 / 0	# of Complaints reported on Child Labour / Human Trafficking(Target / Actual) 0 / 0	

Social KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Human Rights	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 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 Sexual Harassment(Target / Actual) 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	# of Complaints reported on Discrimination (Internal)(Target / Actual) 0 /	
	# of Complaints reported on Discriminationby Customers 0	# of Complaints reported on Discriminationby Customers(Target / Actual) 0 / 0	# of Complaints reported on Discriminationby Customers(Target / Actual) 0/0	# of Complaints reported on Discriminationby Customers(Target / Actual) 0 / 0	# of Complaints reported on Discriminationby Customers(Target / Actual) 0 /	
	# of Complaints reported on Discriminationby Other Stakeholders 0	# of Complaints reported on Discriminationby Other Stakeholders (Target / Actual) 0/0	# of Complaints reported on Discriminationby Other Stakeholders(Target / Actual) 0/0	# of Complaints reported on Discriminationby Other Stakeholders(Target / Actual) 0 / 0	# of Complaints reported on Discriminationby Other Stakeholders(Target / Actual) 0 /	
	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0 / 0	# of Complaints reported on Data Privacy / Security (Internal) 0/	
	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0/0	# of Complaints reported on Data Privacy / Security by Suppliers 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 /	
	# of Complaints reported on Data Privacy / Securityby Customers 0	# of Complaints reported on Data Privacy / Securityby Customers 0/0	# of Complaints reported on Data Privacy / Securityby Customers 0 / 0	# of Complaints reported on Data Privacy / Securityby Customers 0 / 0	# of Complaints reported on Data Privacy / Securityby Customers 0 /	
	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0/0	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0 / 0	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0 / 0	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0 /	

Social KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Human Rights	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % /	
	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % /	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % /	
	People Trained on Human Rights (Manhours) 20hrs	People Trained on Human Rights (Manhours) (Target / Actual) 30/30hrs	People Trained on Human Rights (Manhours) (Target / Actual) 40/40hrs	People Trained on Human Rights (Manhours) (Target / Actual) 50hrs / 8hrs	People Trained on Human Rights (Manhours) (Target / Actual) 60hrs /	
Career Management & Training	% of the total workforce across all locations who received career- or skills-related training 100 %	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 %	
	People Trained on overall Career Management and Skill Development (Manhours) 4073	People Trained on overall Career Management and Skill Development (Manhours) (Target / Actual) 4235/2976	People Trained on overall Career Management and Skill Development (Manhours) (Target / Actual) 4398/1624	People Trained on overall Career Management and Skill Development (Manhours) (Target / Actual) 4561/ 280	People Trained on overall Career Management and Skill Development (Manhours) (Target / Actual) 4887.60/	
	Awareness Session conducted on Career Management 05	Awareness Session conducted on Career Management (Target / Actual) 05/05	Awareness Session conducted on Career Management (Target / Actual) 05/05	Awareness Session conducted on Career Management (Target / Actual) 06 / 01	Awareness Session conducted on Career Management (Target / Actual) 07 /	

Social KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Gender Equality	Gender balance at Worker level (Women to Men %) 12	Gender balance at Worker level (Women to Men %) (Target / Actual) 13/13	Gender balance at Worker level (Women to Men %)(Target / Actual) 14/14	Gender balance at Worker level (Women to Men %)(Target / Actual) 15 / 14%	Gender balance at Worker level (Women to Men %) (Target / Actual) 17 /	
	Gender balance at Executive level(Women to Men %) 7.28%	Gender balance at Executive level(Women to Men %) (Target / Actual) 10/7.28%	Gender balance at Executive level(Women to Men %)(Target / Actual) 10/7.38%	Gender balance at Executive level(Women to Men %)(Target / Actual) 12% / 7.38%	Gender balance at Executive level(Women to Men %)(Target / Actual) 15% /	
	Gender balance at Top / Key Manager level(Women to Men %) 15%	Gender balance at Top / Key Manager level(Women to Men %) (Target / Actual) 15/15%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 15/15%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 20 / 15%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 25 /	
	Gender balance of Employees(Women to Men %) 1.71%	Gender balance of Employees((Women to Men %)(Target / Actual) 2/1.71%	Gender balance of Employees((Women to Men %) (Target / Actual) 3/1.71%	Gender balance of Employees((Women to Men %) (Target / Actual) 3% / 1.71%	Gender balance of Employees((Women to Men %) (Target / Actual) 5% /	
	Average unadjusted gender pay gap(Woman to man %) 0%	Average unadjusted gender pay gap(Woman to man %) (Target / Actual) 0/0%	Average unadjusted gender pay gap(Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap(Woman to man %) (Target / Actual) 0 / 0	Average unadjusted gender pay gap(Woman to man %) (Target / Actual) 0 /	
	% of people Trained on Gender Equality 100 %	% of people Trained on Gender Equality (Target / Actual) 100% / 100%	% of people Trained on Gender Equality (Target / Actual) 100% / 100%	% of people Trained on Gender Equality (Target / Actual) 100% / 100%	% of people Trained on Gender Equality (Target / Actual) 100% /	
Working Conditions	# of Hours Worked (Manhours) 12423200	# of Hours Worked (Manhours) 12298400	# of Hours Worked (Manhours) 15668000	# of Hours Worked (Manhours) 2610300	# of Hours Worked (Manhours)	
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100% / 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100% /100%	% of your plants and offices that were assessed 100% /	

Social KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Working Conditions	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 /	
	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination, harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% /	
	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100%/	
	% employees covered in awareness program 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100%/ 100%	% employees covered in awareness program 100%/	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0 /	
Certification	Percentage of operational facilities that are certified ISO 45001 (%) 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% /	
	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 100%/100%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 100%/100%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 100%	
	SMETA Certification 0%	SMETA Certification 0%/0%	SMETA Certification 0%/0%	SMETA Certification 100% / 0%	SMETA Certification 100% /	
Corporate Social Responsibility	Amount Spent on CSR(Lakhs) 2.725	Amount Spent on CSR(Lakhs) 3.2/2.425	Amount Spent on CSR(Lakhs) 4.4/ 3.1	Amount Spent on CSR(Lakhs) 5.5 / 4.3	Amount Spent on CSR(Lakhs) 60 /	
	# of social initiatives at National and Local level 5	# of social initiatives at National and Local level 6/ 6	# of Social initiatives at National and Local level 7/ 7	# of Social initiatives at National and Local level 8 / 2	# of Social initiatives at National and Local level 9 /	

GOVERNANCE KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	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	# of Complaints reported on Corruption & Bribery 0 /	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100% /100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100% /	
	% of people Trained on Anti-Corruption & Bribery 100 %	% of people Trained on Anti-Corruption & Bribery (Target/ Actual) 100% / 100%	% of people Trained on Anti-Corruption & Bribery (Target/ Actual) 100% / 100%	% of people Trained on Anti-Corruption & Bribery (Target/ Actual) 100% /100%	% of people Trained on Anti-Corruption & Bribery (Target/ Actual) 100% /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100%/	
Information Management	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 /	
	Data Breach Incidents: 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 /	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% /100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% /	
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% /	

GOVERNANCE KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Information Management	User Complaints: 0	User Complaints: 0 / 0	User Complaints: 0 / 0	User Complaints: 0 / 0	User Complaints: 0 /	
	% of people Trained on Information security 100 %	% of people Trained on Information security (Target/ Actual) 100% / 100%	% of people Trained on Information security (Target/ Actual) 100% / 100%	% of people Trained on Information security Bribery (Target/ Actual) 100% / 100%	% of people Trained on Information security (Target/ Actual) 100% /	
Value Chain	Suppliers evaluated for ESG Performance(in %) 0	Suppliers evaluated for ESG Performance(in %) 25% / 25 %	Suppliers evaluated for ESG Performance(in %) 40 % / 40%	Suppliers evaluated for ESG Performance(in %) 75 % / 25%	Suppliers evaluated for ESG Performance(in %) 100 % /	
	Suppliers evaluated for ESG Reporting (Onsite)(in %) 0	Suppliers evaluated for ESG Reporting (Onsite)(in %) 25% / 25 %	Suppliers evaluated for ESG Reporting (Onsite)(in %) 40 % / 40%	Suppliers evaluated for ESG Reporting (Onsite)(in %) 75 % / 25%	Suppliers evaluated for ESG Reporting (Onsite)(in %) 100 % /	
	Suppliers evaluated for ESG Assessment (in %) 0	Suppliers evaluated for ESG Assessment (in %) 25 % / 25 %	Suppliers evaluated for ESG Assessment (in %) 40 % / 40%	Suppliers evaluated for ESG Assessment (in %) 75 % / 25%	Suppliers evaluated for ESG Assessment (in %) 100 % /	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 /	
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 /	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 0% / 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 0% / 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 0% / 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 0% /	
	Suppliers in Agreement with company Policies(in %) 100 %	Suppliers in Agreement with company Policies(in %) 100% / 100%	Suppliers in Agreement with company Policies(in %) 100 % / 100%	Suppliers in Agreement with company Policies(in %) 100 % / 100%	Suppliers in Agreement with company Policies(in %) 100 % /	

GOVERNANCE KPI's

ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Value Chain	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100% / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % /	
	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contract 100 % /100%	Integration of sustainability clauses in supplier contracts 100 % / 100%	Integration of sustainability clauses in supplier contracts 100 % / 100%	Integration of sustainability clauses in supplier contracts 100 % /	
	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0 / 0	Avg Number of Non-Conformities Found per supplier 0/0	Avg Number of Non-Conformities Found per supplier 0 / 0	Avg Number of Non-Conformities Found per supplier 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	Incident of Deceptive Advertising: 0 /	
	% 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%	% departments covered under Risk Assessment Internal Audit 100 % /	
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%	Percentage of total workforce trained on business ethics issues (%) 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%	Employee feedback on ethics training (satisfaction rate) 100% /	
	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100% / 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % / 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % /100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % /	

GOVERNANCE KPI's						
ESG Area	FY 2022-2023 Baseline	FY 2023-2024 Target / Actual Performance	FY 2024-2025 Target / Actual Performance	FY 2025-2026 Target (April and May)	FY 2027-2028 Target	UN - SDGs
Customer Health and Safety	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	Number of whistleblower reports received 0 /	
	# complaints related to use of products 0 / 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 /	
	Conduct Customer safety training sessions of Customers 1	Conduct Customer safety training sessions of Customers 2 / 4%	Conduct Customer safety training sessions of Customers 3 / 3 %	Conduct Customer safety training sessions of Customers 4 / 1	Conduct Customer safety training sessions of Customers 5 /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 10 %	Customer Participation Rate in Sustainability Session / Meeting 10 % / 10 %	Customer Participation Rate in Sustainability Session / Meeting 10 % / 10 %	Customer Participation Rate in Sustainability Session / Meeting 20% / 8%	Customer Participation Rate in Sustainability Session / Meeting 50% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 10 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 10 % / 10 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 10 % / 10 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 20% / 8%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50% /	
	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working condition 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% /	
	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	Complaints registered on the violation of Collective Bargaining Agreement 0 /	

Alignment with SDGs / UNGC / SBTi

United Nations Global Compact (UNGC)



United Nations
Global Compact

- SCPL became an active participant of the UNGC in April 2024, committing to uphold the Ten Principles covering human rights, labour, environment, and anti-corruption.
- The company is preparing its first Communication on Progress (CoP), due by July 31, 2025, to transparently report on progress and integrate UNGC principles into all operations

Sustainable Development Goals (SDGs)

SCPL's policies and initiatives support several key SDGs, reflecting its sustainability focus:



SDG 3 (Good Health & Well-being):

Through proactive occupational health and safety, medical camps, and stress management programs that ensure worker well-being.



SDG 5 (Gender Equality):

Embedded into SCPL's diversity, equity & inclusion (DEI) practices, with zero tolerance for discrimination and promotion audits for bias-free advancement.



SDG 8 (Decent Work & Economic Growth):

Evident in fair wages, living wage benchmarking, freedom of association, and grievance frameworks that honor labour rights.



SDG 12 (Responsible Consumption & Production):

Through efficient water use, zero-liquid discharge, environmental compliance, and recycling measures.



SDG 13 (Climate Action):

Supported via resource optimization and reduction of energy-related emissions (e.g., solar/wind installations as per public financial disclosures)



SDG 16 (Peace, Justice & Strong Institutions):

Demonstrated by grievance redressal systems, ethics and whistleblower protocols, and collective bargaining policies.

GRI-based sustainability reporting further helps SCPL map performance against SDGs using the GRI-SDG linkage model and UNGC guidance.

Science-Based Targets initiative (SBTi)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

- While SCPL has not publicly announced formal alignment with SBTi, its investments in solar and wind power capacity (covering ~70% of energy usage) underscore a transition to cleaner energy sources, potentially enabling future SBTi-aligned emissions targets.
- As the company expands its renewable energy portfolio and quantifies GHG reductions, SBTi alignment could become a logical next step in SCPL's sustainability journey.

Certifications Coverage & External Assurance



ISO 9001:2015
Quality Management Systems



ISO 27001:2022
Information Security Management System (ISMS)



ISO 14001:2015
Environmental Management Systems



ISO 45001:2018
Occupational Health & Safety Management Systems



SA 8000
social certification standard

Annexure

ESG Policies

Category	Name of Policy Statement
Environmental	Carbon Emissions Reduction
Environmental	Energy Efficiency
Environmental	Air Pollution Reduction
Environmental	Waste Management
Environmental	Materials and Chemicals Management
Environmental	Water Use Reduction
Environmental	End-of-Life Product Management
Environmental	Customer Health and Safety
Environmental	Environment Advocacy
Environmental	Environment Impacts from Use of Products
Environmental	Sustainable Packaging
Environmental	Green Infrastructure and Design
Social	Working Conditions
Social	Employee Health and Safety
Social	Career Management and Development
Social	Child Labour, Forced Labour & Human Trafficking
Social	Diversity, Equity & Inclusion (DEI)
Social	Grievance Redressal and Social Protection
Social	External Stakeholder Human Rights & Supply Chain

Annexure

ESG Policies

Category	Name of Policy Statement
Governance	Corruption
Governance	Conflict of Interest
Governance	Fraud Prevention
Governance	Money Laundering
Governance	Anti-Competitive Practices
Governance	Information Security
Living Wages	Living Wage Implementation
Living Wages	Customer Health and Safety
Living Wages	Wage Equity and Gender Pay Parity
Living Wages	Employee Awareness and Engagement
Living Wages	Governance and Monitoring
Sustainable Procurement	Environmental Responsibility in Procurement
Sustainable Procurement	Labor Practices and Human Rights
Sustainable Procurement	Ethical Sourcing and Fair Trade
Sustainable Procurement	Supplier Engagement and Development

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Annexure

GRI Index

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Annexure

GRI Index

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GRI Standard	Discloser	Page no.
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Annexure

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