



Novopor

advanced science...delivered

FY 2024 - 25

ANNUAL SUSTAINABILITY REPORT



www.novopor.com

TABLE OF CONTENTS

02 Company Profile & Sustainability Approach

- 02 Message of Managing Director & CEO
- 04 Company Profile
- 05 About This Report

10 Ethical Business Conduct

- 12 Ethics & Compliance
- 17 Human Rights & Labour Practices

26 Environmental Responsibility

- 28 Environmental Policy
- 30 Energy, Emissions & Climate Initiatives

46 Sustainable Procurement

- 48 Sustainable Procurement Commitment:

56 ESG Performance & KPI's's Roadmap

- 58 KPI's's Roadmap
- 106 Alignment with UNGC / SBTi
- 108 Certifications Coverage & External Assurance

109 Annexure

- 109 Policies and Certifications Summary
- 111 GRI



Message of Managing Director & CEO

GRI 2-22: Statement on Sustainable Development Strategy

At Novopur Advanced Sciences Private Limited, we believe that innovation and responsibility must go hand in hand. From our inception, our vision has been clear—to deliver advanced material solutions that not only meet the evolving needs of our customers but also contribute meaningfully to a more sustainable and resilient future.

Over the past year, we have made significant progress in aligning our operations with global sustainability standards. We completed our Life Cycle Assessment (LCA) and product performance testing, enabling us to design smarter, more efficient, and environmentally responsible solutions. Our commitment to environmental stewardship is reflected in the integration of energy-efficient technologies, advanced water recycling systems, and waste minimization initiatives across our facilities.

We operate with a clear understanding that our responsibilities extend beyond production. By implementing transparent ESG reporting, engaging with our stakeholders, and embedding circular economy principles into our processes, we are setting a benchmark for our industry. Our teams are empowered to challenge traditional practices, explore emerging technologies, and bring forward solutions that protect both people and the planet.

As we move forward, we remain focused on three priorities: driving technological innovation, minimizing our environmental footprint, and creating shared value for our employees, partners, and communities. Together, we will continue to prove that progress and sustainability are not competing goals—they are the foundation of long-term success.

Warm regards,

Mr. Radhesh R Welling
Managing Director & CEO



Company Profile

GRI 2-1 | Organizational details

GRI 2-6 | Activities, value chain & other business relationships

Novopor Advanced Science Private Limited is a performance chemicals and materials science company at the forefront of sustainable innovation. Backed by Bain Capital, we operate with a bold vision to deliver advanced chemical solutions for diverse global industries including agrochemicals, coatings, construction, and performance materials.

Our agile R&D-driven approach enables us to co-develop cutting-edge formulations in collaboration with our customers, ensuring both performance and environmental responsibility.

Headquartered in India, Novopor combines strong manufacturing capabilities with a deep commitment to compliance, safety, and sustainability. Our global delivery model supports customers in achieving higher efficiency, reduced environmental footprints, and long-term value creation.

Reporting Boundary and Scope

This report covers Novopor's principal manufacturing operations in India. The following locations were included within the reporting boundary for all ESG-related data & disclosures:

Manufacturing Site (Unit-1) : Plot No: 2A, 2B & 2C, APSEZ, Moturupalem Village, Rambilli Mandal, Atchutapuram, Visakhapatnam – 531011, Andhra Pradesh, India.
Manufacturing Site (Unit-2) : 2 Plot No: 64, JNPC Pharma City, Thanam Village, Anakapalle District, Parwada Mandal, Visakhapatnam – 531019, Andhra Pradesh, India.

About This Report

GRI 2-3 | Reporting period, frequency, and contact point

GRI 2-4 | Restatements of information

This Annual Sustainability Report presents Novopor's ESG progress and initiatives over the past three financial years (FY 2022–23 to FY 2024–25). Structured around Environmental, Social, and Governance (ESG) pillars, it outlines our efforts in:

 **Environment:** Emissions, waste, water, and biodiversity

 **Social:** Labor rights, diversity, inclusion, and safety

 **Governance:** Ethics, compliance, and responsible sourcing

The report reflects our commitment to sustainable growth, transparency, and stakeholder value across our operations and supply chain.

Reporting frameworks

This report has been prepared in accordance with the GRI Standards and the GHG Protocol, ensuring transparent disclosure of Novopor's sustainability performance and climate impact. The GRI framework guides the reporting of material ESG topics, while the GHG Protocol supports accurate accounting of Scope 1, 2, and relevant Scope 3 emissions, enabling alignment with global best practices and stakeholder expectations.



Assurance Statement

This report by Novoppor Advanced Science Private Limited has been externally assured by Growlity Pvt. Ltd. to ensure the accuracy and reliability of the disclosed sustainability data, reinforcing stakeholder trust in Novoppor's ESG performance.

Sustainability Vision & Commitment

[GRI 2-22](#) | [GRI 2-24](#) | [GRI 2-25](#) | [GRI 2-12](#)

At Novoppor, sustainability is not a side initiative, it is central to our business philosophy. We envision a future where chemical innovation drives environmental resilience and social progress. Our sustainability strategy is built on the following long-term commitments:

- Environmental Stewardship: Optimize resource use, reduce emissions, and champion circularity
- Inclusive Growth: Foster a safe, equitable, and empowering workplace for all
- Ethical Governance: Uphold the highest standards of compliance, transparency, and integrity

To embed sustainability across all levels, we have instituted clear governance mechanisms:

- An ESG Steering Committee reporting to the senior leadership
- Integration of ESG performance into strategic planning and operational reviews
- Regular training for employees on environmental, labor, and ethical practices

We continuously engage with stakeholders including customers, employees, suppliers, and communities to refine our sustainability roadmap and set measurable goals aligned with global best practices.

Stakeholder Engagement

[GRI 2-29](#) | [GRI 3-1](#)

At Novoppor, stakeholder engagement is a continuous, structured process that ensures our sustainability strategy reflects the expectations of those who influence and are impacted by our operations. Our stakeholders are critical to identifying ESG risks, uncovering opportunities, and strengthening long-term business resilience.

Engagement Process

We regularly interact with key stakeholder groups through surveys, interviews, feedback sessions, supplier audits, community visits, and regulatory consultations. This inclusive approach allows us to gather diverse perspectives across our value chain from raw material suppliers to end-users and local communities.

Materiality Overview

[GRI 3-1](#) | [GRI 3-2](#)

At Novoppor, we view materiality as a strategic tool to identify and prioritize ESG issues that are most relevant to our business and stakeholders. Our materiality assessment is dynamic reflecting the evolving sustainability landscape and aligning our long-term growth with positive environmental and social outcomes.

Key Stakeholder Groups & Engagement Channels Outcomes of Engagement

Stakeholder Group	Engagement Method	Focus Areas Identified
Employees	Townhalls, surveys, intranet, HR touchpoints	Health & safety, DEI, internal mobility
Suppliers	On-site audits, ESG questionnaires, training workshops	Ethical sourcing, labor rights, contract fairness
Customers	Technical support, joint innovation, sustainability briefings	Product safety, packaging, transparency
Communities	CSR outreach, local partnerships, grievance mechanisms	Pollution control, education, employment
Investors & Owners	Board meetings, ESG dashboards, strategy reviews	Risk management, performance, governance
Regulatory Authorities	Compliance reporting, inspections, certifications	Environmental permits, ethical conduct



This structured engagement feeds into our materiality analysis and strategy. For example:

- High employee interest in career progression led to enhanced internal mobility programs.
- Supplier feedback highlighted a need for ESG training, prompting capacity-building sessions.
- Community feedback around water usage influenced our rainwater harvesting initiatives.

Our stakeholder relationships are not transactional they are collaborative partnerships aimed at co-creating sustainable impact.

Materiality Overview

GRI 3-1 | GRI 3-2

At Novopur, we view materiality as a strategic tool to identify and prioritize ESG issues that are most relevant to our business and stakeholders. Our materiality assessment is dynamic reflecting the evolving sustainability landscape and aligning our long-term growth with positive environmental and social outcomes.

Scope of the Assessment

The assessment covers all operational sites manufacturing, R&D, logistics, and corporate offices and includes inputs from employees, suppliers, customers, communities, and regulators. It focuses on key ESG themes: climate action, labor rights, ethics, safety, diversity, and responsible sourcing.

Materiality Perspective

Our approach combines two lenses:

- External impact on environment and society
- Internal impact on business operations, risk, and resilience

This dual focus led to a ranked list of material topics—those requiring immediate action and those to be monitored for future relevance.

Monitoring Mechanisms

GRI 2-23 | GRI 3-3

We track ESG performance via integrated systems:



Environment: Real-time SMS tracking of emissions, water, waste



Social: HRIS-based monitoring of safety, diversity, engagement



Governance: CMS audits for compliance, ethics, and anti-corruption

Key Material Topics & Actions

Topic	Novopur's Action Highlights
Energy & Emissions	Energy audits, LED upgrades, GHG inventory
Water & Waste	Rainwater harvesting, waste segregation, eco-packaging
Biodiversity	Tree plantations, site impact assessments
Product Sustainability	LCA pilots, recyclability in R&D
Sustainable Sourcing	Supplier screening, contract clauses
Carbon Footprint	Scope 1 & 2 tracking, renewable energy evaluation
Supply Chain Transparency	Audits, responsible sourcing policies
Packaging	Shift to biodegradable and recyclable materials
DEI	Mentorship, inclusive policies, leadership development
H&S	PPE, drills, insurance, ergonomics
Anti-Child/Forced Labor	Supplier Code, audits, grievance channels
Community Engagement	Local hiring, CSR education programs
Gender Equality	Women-in-leadership, equal pay policy
Employee Volunteering	"Novopur Cares" volunteer program

Ethical Business Conduct

The Section of Sustainability Report includes :

- Ethics & Compliance
- Human Rights & Labour Practices





Ethics & Compliance

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

Introduction

At Novopur, ethics is more than a policy, it is a cultural pillar that drives every decision we make. We are committed to conducting our business with the highest standards of integrity, transparency, and accountability. The company maintains a formal Ethics Policy that applies to all employees, contractors, vendors, and business partners, setting clear expectations for lawful and responsible conduct. Novopur stands firmly against all forms of corruption, fraud, data misuse, retaliation, and anti-competitive behavior, and embeds ethical safeguards throughout its operations.

Key Ethical Focus Areas of Ethics policy

Each area below represents a critical element of our ethics governance. These topics are embedded in our , form part of our training program, and are subject to risk assessment and compliance monitoring.

- Corruption and Fraud
- Confidentiality and Data Protection
- Whistleblower Protection
- Conflict of Interest
- Money Laundering
- Anti-Competitive Practices
- Compliance and Legal Accountability

Novopur's Ethics Policy sets clear quantitative targets for each focus area, with performance tracked through dedicated KPIs detailed in the Annexure of this ASR. Alongside measurable outcomes, the policy defines qualitative goals aimed at fostering a culture of integrity, transparency, and accountability across all operations.

Review Machenism

The Ethics Policy is reviewed regularly or when triggered by legal changes, audit findings, stakeholder feedback, or industry benchmarks. Effectiveness is assessed through a structured evaluation process, with approved updates communicated to all employees and documented for transparency.

Governance Structure

GRI 2-9 | GRI 2-12

At Novopur, ethical governance is driven by a well-defined oversight structure that ensures accountability, transparency, and alignment with our ESG objectives.

The governance of Novopur's Ethics Policy is anchored in a multi-tier structure that ensures accountability and effective oversight. The Board of Directors holds ultimate responsibility for ESG and compliance matters, reviewing risk exposure and strategic alignment on a periodic basis. The ESG Steering Committee reports to senior leadership and drives the implementation of sustainability strategies across functions. The Ethics & Compliance Officer manages the Code of Conduct, whistleblower mechanisms, internal investigations, and adherence to policies. Supporting this, the Internal Audit & Risk Team conducts regular risk assessments, policy audits, and reviews of ethical conduct across departments. At the operational level, cross-functional ESG task forces implement site-level initiatives across environmental, social, and governance domains, ensuring that policy commitments are translated into action throughout the organization.

Consequences of Ethical Misconduct

GRI 205-3

Novopur enforces a zero-tolerance approach to violations such as bribery, corruption, conflicts of interest, and data breaches. The following streamlined procedure is applied to ensure fair and prompt action:

- **Reporting** : Incidents can be reported confidentially or anonymously via ethics hotlines, email, or supervisors, protected under the Whistleblower Policy.
- **Initial Review** : The Ethics Officer screens the complaint. Minor issues may be resolved informally; serious concerns move to formal investigation.
- **Investigation** : A cross-functional team investigates using documented evidence. Investigations aim to conclude within 30 working days.
- **Action Taken** : Depending on the severity, outcomes may include warnings, retraining, demotion, termination, or legal reporting.
- **Documentation** : Findings and actions are logged in the Compliance Management System (CMS) and reviewed by the Ethics Committee.
- **Monitoring** : High-risk areas may face audits, reinforced training, or targeted compliance reviews.



Ethical Risk Assessment (GRI 205-1)

Novopur conducts comprehensive risk assessments to proactively identify and mitigate potential ethical violations. These assessments focus on operational zones, departments, and business interactions most susceptible to integrity risks.

Key Risk Areas Assessed:

- Corruption and Bribery
- Improper Gifts and Hospitality
- Unusual or Irregular Transactions
- Conflict of Interest in Procurement
- Bypassing Approval Mechanisms
- Weak Internal Controls and Oversight
- Data Privacy and Confidentiality Breaches
- Repeated Non-Compliance Trends

Risk assessments are reviewed by the Ethics Committee quarterly. Red flags are logged and monitored, and mitigation plans are implemented wherever gaps are found. The risk evaluation is used to update our training, policies, and compliance tracking framework.

Governance and Compliance Controls (GRI 2-23, 2-24, 205-1, 414-1)

Novopur's governance framework incorporates robust compliance controls to safeguard integrity and mitigate risks in all business operations. Sensitive transactions — including high-value contracts, related-party dealings, charitable contributions, political donations, and financial commitments beyond set thresholds — require multi-level approval, including oversight by senior management and, where applicable, Board authorization.

All procurement above a defined value undergoes competitive bidding to ensure fairness and transparency. New vendor onboarding includes compliance checks, background verification, and adherence to our Supplier Code of Conduct. Financial transactions are subject to segregation of duties, dual signatories for payment approvals, and periodic internal audits. In addition, regulatory compliance reviews are conducted regularly to ensure that all activities align with applicable laws, industry standards, and internal policies.

This structured approach to governance ensures that decision-making is transparent, risks are effectively managed, and the organization's ethical commitments are consistently upheld across all operations.

Ethics Internal Assessment and Compliance Due Diligence (GRI 2-23, 2-24, 205-1, 414-1)

Novopur conducted comprehensive due diligence of all suppliers and third-party partners to ensure alignment with our ethical, legal, and ESG standards. This process involved supplier questionnaires, document verification, and, where applicable, on-site or remote audits. Key focus areas included anti-corruption compliance, information security measures, labor practices, and environmental responsibility. Findings were reviewed against Novopur's Supplier Code of Conduct, and corrective action plans were initiated for any gaps identified.

In parallel, Novopur carried out internal assessments to evaluate our own compliance with information security and anti-corruption standards. These assessments combined policy reviews, employee interviews, process audits, and system checks to verify the effectiveness of internal controls. The results inform continuous improvement measures, reinforce governance, and ensure that both our operations and partnerships uphold the highest ethical standards.

Whistleblower Mechanism (GRI 2-23, 2-24, 205-1, 414-1)

Novopur maintains a comprehensive Whistleblower Procedure that enables employees, contractors, suppliers, and other stakeholders to confidentially report any concerns related to ethical misconduct. This includes issues such as information security breaches, corruption, conflicts of interest, fraud, money laundering, and other violations of our Code of Conduct. Reports can be made through a dedicated reporting channel, accessible via email, hotline, or secure online form.

The procedure guarantees confidentiality for all whistleblowers and enforces a strict non-retaliation policy, ensuring that no individual faces adverse consequences for raising a concern in good faith. All reports are promptly reviewed by the Compliance Officer and, where necessary, escalated to senior management or the Board for independent investigation. Corrective and preventive measures are implemented based on investigation findings, reinforcing our commitment to transparency, accountability, and ethical business conduct.



Training & Awareness on Ethics (GRI 205-2)

To ensure every employee understands and internalizes ethical expectations, Novopur delivers mandatory ethics training through induction programs, annual e-learning modules, and targeted workshops.

Topics Covered in Ethics Training:

- Code of Conduct
- Anti-corruption and bribery
- Conflict of interest scenarios
- Whistleblower protection
- Handling of confidential information
- Data privacy and protection
- Use of company assets
- Gifts, hospitality & entertainment policies
- Non-retaliation practices

Leadership plays a vital role in reinforcing these principles through periodic communication and inclusion in performance metrics.



Training Coverage: FY 2022–23 to FY 2024–25

Financial Year	Employee Coverage (%)	Site Coverage of 2 sites(%)	Remarks
FY 2022–23	86%	100%	First digital module rollout
FY 2023–24	94%	100%	Refreshers integrated into HRIS
FY 2024–25	100%	100%	Extended to contract staff & vendors

Human Rights & Labour Practices

GRI 2-23, 2-24 | GRI 401-2 | GRI 403-1 to 403-7 | GRI 405-1 | GRI 408-1, 409-1

Novopur is committed to upholding fundamental labor rights and ensuring a respectful, safe, and inclusive workplace. Our Labour & Human Rights Policy outlines key principles that promote fair treatment, employee well-being, ethical practices across our operations and supply chain, and full compliance with applicable labor laws and international standards. The policy sets quantitative targets for key focus areas, with performance tracked through dedicated KPIs detailed in the Annexure of this ASR. It also defines qualitative goals aimed at fostering a culture of inclusivity, dignity, and respect across all levels of the organization.

- **Fair and Ethical Working Conditions:** Employees receive fair wages, legal benefits, and are treated with dignity and respect.
- **Health, Safety & Well-being:** Workplaces are safe, with regular risk checks, safety training, and wellness support.
- **Prevention of Discrimination, Harassment & Abuse:** We enforce equal treatment and zero tolerance for any form of misconduct.
- **Prevention of Child Labor, Forced Labor & Human Trafficking:** Child and forced labor are banned; suppliers are audited for compliance.
- **Career Growth :** We offer training, mentorship, and promotion paths for career growth.
- **Freedom of Association and Whistleblower Protection:** Employees can freely associate and report concerns without fear.
- **External Stakeholder Rights:** We engage fairly and ethically with suppliers, partners, and communities.
- **Compliance with Labor Laws and Standards:** We follow all labor laws and seek regular third-party verification.

Implementation Responsibility

The implementation of Novopur’s Human Rights Policy is a shared responsibility across key leadership and operational roles. The Head of Human Resources leads fair labor practices, inclusive hiring, and grievance resolution. The HSE Manager ensures employee and contractor safety, emergency readiness, and risk control. Plant Heads and Line Managers monitor site conditions and compliance with labor and safety standards. The Procurement Team enforces supplier adherence to ethical labor practices through screening and audits. The Compliance Officer oversees due diligence, internal reviews, and resolution of any human rights breaches. Regular training and communication keep all teams aligned and accountable for policy execution.



Review Mechanism

Our Human Rights Policy undergoes a formal annual review led by the Human Resources (HR) department in coordination with the ESG Steering Committee. The review mechanism is structured as follow:

Novopur reviews its policies based on changes in laws, stakeholder expectations, audit findings, grievance outcomes, and industry benchmarks. Effectiveness is evaluated using a standardized checklist with inputs from department heads, employee feedback, and compliance records. Feedback from employee representatives, EHS managers, and unions is incorporated, and recommendations are submitted to senior leadership for approval. Approved updates are communicated through policy briefs, intranet, and meetings, with relevant changes integrated into the Employee Handbook and contractor onboarding. All versions and revisions are documented for transparency and future reference.

This cycle ensures that the policy is not only current but also continues to meet Novopur's evolving operational and stakeholder needs.

Social Risk Management

Novopur actively conducts social risk assessments to identify vulnerabilities in its operations, especially in relation to labor rights and working conditions. Key risk areas assessed include:

- Discrimination or bias during recruitment or promotion
- Inadequate rest, overtime, or leave policies
- Exposure to hazardous conditions without sufficient PPE or training
- Lack of voice or representation for contract workers
- Community complaints about environmental or social impacts

In FY 2024–25, social risk audits were conducted at 100% of operational sites, including both manufacturing facilities. Corrective actions were taken where procedural gaps were found, including updating signage on safe working practices and reinforcing training on anti-discrimination protocols.

Mitigation Measures

To address and reduce social risks, Novopur has established a series of proactive mitigation strategies across its operations and value chain:

- Mandatory onboarding and refresher training for employees and contractors on human rights, health, and safety.

- Enforceable clauses in vendor agreements prohibiting child labor, forced labor, and discrimination.
- Anonymous grievance mechanisms and whistleblower protections available to all workers.
- Annual audits at all sites to assess working conditions, rest facilities, overtime compliance, and fair wages.
- Community engagement programs to promote local hiring and stakeholder trust.

These measures are regularly evaluated to ensure they are effective in preventing harm and promoting a fair and safe workplace.

Working Conditions | GRI 401-2

At Novopur, humane and flexible working conditions are institutionalized through the guidelines laid out in the Employee Handbook, which is applicable across all operational sites. The handbook outlines leave policies, work-life balance provisions, and support mechanisms to promote employee well-being. It includes provisions such as:

- Structured leave categories including annual, casual, and sick leave
- Maternity and paternity leave aligned with legal standards
- Flexibility in work schedules for eligible roles
- Additional benefits like insurance coverage, PF, gratuity, and employee assistance programs

These measures reflect our effort to foster a safe, inclusive, and supportive working environment for all employees, ensuring compliance with both national regulations and international labor norms.

Safe Operations | GRI 403-1 to 403-7

At Novopur, the health, safety, and well-being of our employees and contract workforce are of paramount importance. We operate under a robust Occupational Health and Safety Management System (OHSMS), certified in accordance with ISO 45001:2018 across all operational locations. This globally recognized certification affirms our systematic approach to hazard identification, risk assessment, and the ongoing improvement of workplace safety.

We conduct comprehensive risk assessments to proactively identify and mitigate workplace hazards. All safety-related activities are supported by clearly defined emergency action plans, including evacuation routes, emergency response teams, and fire safety protocols. Quarterly drills, mock evacuations, and first-aid training sessions are conducted to keep all employees prepared for emergency situations.



To maintain compliance and ensure a safe working environment, Personal Protective Equipment (PPE) such as gloves, helmets, masks, and safety footwear is mandatory in designated production zones for both employees and contract workers. PPE compliance is closely monitored, with regular audits conducted to reinforce safe practices. In addition, all machinery and critical operational equipment undergo periodic safety inspections to ensure functionality and reduce mechanical risk.

Noise and dust exposure is controlled through engineering solutions such as acoustic enclosures, ventilation systems, and dust extraction units. Exposure to hazardous substances is minimized through strict storage, handling protocols, and specialized containment systems. These controls ensure that employees are protected from long-term occupational exposure risks.

To address ergonomic risks and prevent Repetitive Strain Injuries (RSIs), Novopor conducts ergonomic assessments and has implemented job rotation systems, particularly in laboratories, production lines, and packaging units. These measures reduce strain, improve comfort, and contribute to safer task execution.

All employees undergo an annual medical check-up, tailored to their job-related exposure risks. In FY 2024–25, Novopor achieved 100% participation in health check-ups, enabling early detection of health issues and continuous monitoring of well-being indicators. We also recognize the increasing importance of mental health and psychological well-being in the workplace. Novopor offers confidential access to counseling services, stress awareness campaigns, and wellness programs designed to support emotional and mental resilience.

To strengthen incident reporting and response, we utilize a centralized digital HSE platform that captures real-time data on near misses, first-aid cases, and recordable incidents. Each reported case undergoes root cause analysis (RCA) followed by implementation of corrective and preventive actions (CAPA). Employees are empowered to report health and safety concerns anonymously through a confidential grievance mechanism, ensuring timely resolution without fear of retaliation.

Importantly, our health and safety protocols extend to all workers on-site, including contract and temporary staff, ensuring consistent protection and training across our extended workforce.

As a result of these integrated and proactive measures, Novopor recorded a 28% year-on-year reduction in recordable incidents in FY 2024–25, demonstrating the effectiveness of our safety-first culture and continuous commitment to employee well-being.

Learning and Development | GRI 404-1

To build a culture of continuous improvement and awareness, Novopor provides structured training programs across multiple social themes:

- Human Rights and diversity, discrimination and harassment awareness sessions for all new hires.
- Health and Safety induction for permanent and contract workers.
- Labour Laws and Working Conditions modules for HR and supervisory staff.
- Refresher training during annual review cycles and after any policy updates.

Training Coverage (FY 2022–25)

Year	Employees Trained	Contract Workers Trained	Sites Covered from 2
2022–23	92%	86%	100%
2023–24	98%	91%	100%
2024–25	100%	97%	100%





Strengthening Workplace Dialogue | GRI 407

Novopor promotes a culture of collaboration and mutual respect through active social dialogue mechanisms. Employee representatives, elected by the workforce, act as a bridge between employees and management, ensuring that concerns, suggestions, and workplace improvements are addressed transparently. These representatives participate in regular meetings, policy discussions, and joint committees, fostering trust and ensuring that employee voices are included in decision-making processes.

Novopor has established Collective Bargaining Agreements (CBAs) that safeguard employee rights and promote a healthy, fair, and supportive work environment, covering:

- **Health & Safety:** Joint action plans, safety committee participation, and continuous hazard monitoring.
- **Prevention of Discrimination & Harassment:** Zero-tolerance policies, awareness programs, and confidential reporting channels.
- **Working Conditions:** Agreements on reasonable working hours, rest periods, and ergonomic standards.
- **Career Development:** Access to training, mentorship, and promotion opportunities.
- **Wages:** Fair compensation aligned with legal standards and regular wage reviews.
- **Work-Life Balance Initiatives:** Flexible work arrangements and family-friendly policies.
- **Grievance Redressal Mechanisms:** Transparent processes for timely and impartial resolution of employee concerns.

Through these agreements and the active role of employee representatives, Novopor ensures that workplace relations remain fair, respectful, and aligned with international labor standards.



CSR Activities and Community Engagement | GRI 413-1

In FY 2024-25, Novopor actively engaged with a diverse range of stakeholders, fostering collaboration, safety awareness, and community well-being.

- **Safety Training & Knowledge Sharing:** Technical sessions on Chlorine Leak Management were delivered by the Corporate and DGM-EHS teams to employees of Parawada and Atchutapuram industrial association member units, benefiting over 120 participants, including industry safety teams and Factories Department officials.

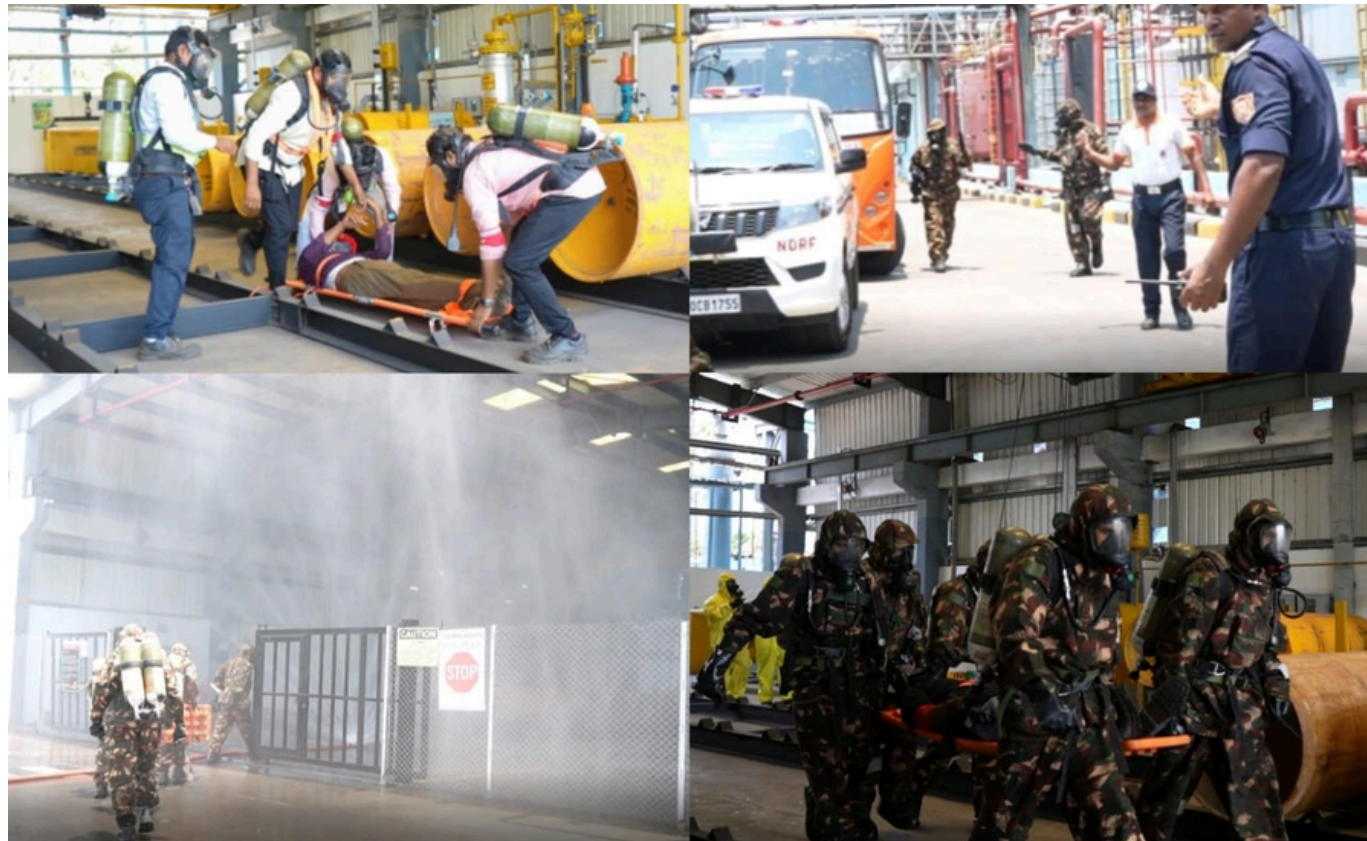


- **National Safety Week 2025:** Novopor sponsored ₹2,00,000 for state-level celebrations at Anakapalli District headquarters, with 100 employees participating. Safety competitions were also conducted for employees and their children.
- **Community Support & Disaster Relief:** Contributions included ₹4,00,000 for mosquito nets and ₹1,00,000 towards flood relief, acknowledged by the Anakapalli District Collector.





- **Emergency Preparedness:** An off-site mock drill simulating a chlorine leak involved district authorities, police, NDRF, nearby communities, and mutual aid units, receiving highly positive feedback.



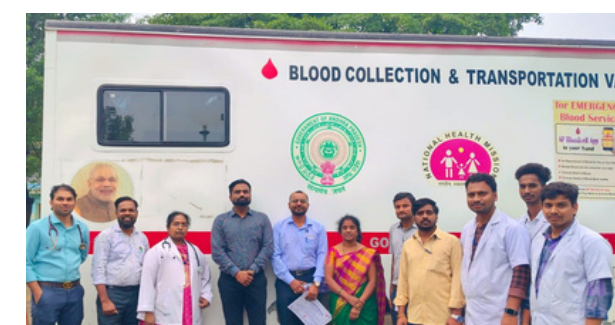
- **Cleanliness Drives:** Organised Swarnandhra – Swatcha Andhra programs in surrounding areas of both Visakhapatnam sites. Tree plantation drives and waste collection awareness programs promoted environmental responsibility.



- **Mutual Aid Coordination:** Led and hosted meetings with mutual aid units to review emergency preparedness and equipment readiness.



- **Health & Wellness Initiatives:** More than 100 employees participated in International Yoga Day 2025 celebrations in the presence of Hon. Prime Minister Shri Narendra Modi.
- These initiatives reflect Novopur's commitment to stakeholder collaboration, community development, and safety excellence, reinforcing trust and building stronger partnerships.



- **Education Initiatives:** Scholarships, school supply distribution, and science education programs were conducted in local schools to promote learning opportunities.

- **Health Programs:** Free medical check-up camps, blood donation drives, and sanitation awareness campaigns supported community well-being.

Environmental Responsibility

The Section of Sustainability Report includes :

- Environmental Policy
- Energy, Emissions & Climate Initiatives





Environmental Policy

GRI 2-23, 2-24, 3-3 | Core governance and management
GRI 302-308 | Based on specific environmental themes covered in your policy

At Novopor, environmental responsibility is central to our operations, guided by a policy that sets quantitative targets and qualitative goals for key focus areas. Progress is tracked through dedicated KPIs detailed in the Annexure of this ASR.

Key Focus Areas of Environmental Policy



Energy Consumption & Greenhouse Gas Emissions:

We strive to reduce our carbon footprint by enhancing energy efficiency, adopting advanced manufacturing technologies, and increasing the use of renewable energy sources. Our facilities are designed to support low-emission operations through energy-optimized systems.



Water Stewardship:

Recognizing water as a vital resource, we implement closed-loop systems, wastewater recycling, and reuse technologies to ensure responsible consumption. We also continuously monitor and optimize water use across all manufacturing units to improve conservation outcomes.



Air Pollution Control:

To address air quality, we deploy advanced emission control systems and rigorously monitor emissions to ensure compliance with stringent regulatory standards. These measures help reduce atmospheric pollutants and safeguard environmental and human health.



Materials, Chemicals & Waste Management:

Our approach to sustainable material usage includes prioritizing safer alternatives, reducing hazardous waste, and embracing recycling and substitution strategies. All practices are carried out in alignment with environmental safety standards and circular economy principles.



Biodiversity Conservation:

Novopor is committed to preserving biodiversity and preventing ecological degradation. We integrate biodiversity considerations into our site-level environmental practices, support habitat restoration projects, and actively contribute to ecosystem protection initiatives.

Environmental Advocacy & Collaboration:

We actively collaborate with regulatory authorities, industry associations, and sustainability experts to promote responsible environmental practices. Our advocacy efforts aim to shape future-ready policies and encourage industry-wide adoption of sustainable innovation.



Energy, Emissions & Climate Initiatives

GRI 103 – Management Approach (applies across all material topics)

GRI 302 – Energy / GRI 305 – Emissions

Sustainable Governance & Strategic Oversight:

- At Novoppor, environmental stewardship is driven by strong governance and clear accountability. The Board of Directors and the ESG/Sustainability Committee provide oversight across all environmental topics, ensuring that our commitments on climate change, water stewardship, air quality, waste management, and chemical safety are fully embedded into corporate strategy. Environmental priorities are integrated into annual business planning and budget cycles, ensuring that resources and investments align with long-term sustainability goals.
- Implementation is guided by a robust framework of internal policies, Standard Operating Procedures (SOPs), and performance monitoring systems, which establish clear responsibilities for each function. A dedicated Environmental Management Team, working in close coordination with cross-functional departments, leads initiatives for GHG emissions reduction, resource efficiency, and regulatory compliance. Progress towards environmental targets is tracked through measurable KPIs, and target-based incentives are provided to encourage teams to achieve or exceed set goals. This structured approach ensures that environmental performance remains a central pillar of Novoppor's decision-making and operational excellence.



Cleaning The Air (GRI 305-6, 305-7)

Novoppor is committed to minimising air emissions, protecting local environments, and ensuring full compliance with all applicable regulations through an integrated set of mitigation strategies. Our approach begins with process optimisation and investment in high-efficiency equipment to reduce emissions of dust, NO_x, SO₂, VOCs, and other pollutants, while also addressing potential environmental nuisances such as noise, odour, and light pollution. Standard Operating Procedures (SOPs) guide the proper handling and storage of raw materials to limit fugitive emissions, and logistics planning helps reduce traffic-related noise and congestion in nearby communities.

To control particulate matter, we operate industrial-grade dust extraction and filtration systems, supplemented by water sprinklers and wet-handling methods in raw material areas. Regular clean-up using dust-tight vacuum systems or wet cleaning further minimises airborne particulates. Emissions are closely monitored through periodic ambient air quality assessments—covering PM2.5, PM10, NO_x, SO₂, VOCs, and heavy metals—conducted by both internal teams and certified third-party laboratories, with results reviewed quarterly as part of our sustainability reporting. For gaseous emissions, VOC and SO₂ scrubbers, activated carbon adsorption units, sealed systems, and vapour recovery technology are deployed to capture pollutants at the source, while low-NO_x burners and compliant raw materials help mitigate NO_x and heavy metal releases.

Noise and odour are also carefully managed. Boundary-level noise monitoring is carried out periodically to ensure compliance, supported by preventive maintenance programmes that target noise-prone equipment. Odorous intermediates and solvents are stored in enclosed tanks or ventilated enclosures with activated carbon filters, and negative-pressure ventilation systems ensure exhaust air is treated before release. A comprehensive Leak Detection and Repair (LDAR) programme further safeguards air quality by regularly inspecting valves, pumps, compressors, and connectors for fugitive emissions using advanced detection equipment, with any issues promptly repaired and logged for audit purposes. Through this multi-layered approach, Novoppor actively reduces its air pollution footprint and upholds its responsibility to the environment and surrounding communities.





Waste & Hazardous Substance Management (GRI 306-3, 306-4, 306-5)

Novopor follows a structured and sustainable approach to material efficiency, hazardous substance management, and waste reduction, ensuring both regulatory compliance and environmental stewardship.

We prioritise reduction of material consumption through continuous process optimisation—adjusting stoichiometry, temperature control, and catalytic efficiency to minimise raw material use without compromising product performance. Advanced methods such as flow chemistry, biotechnology, and high-pressure reaction platforms allow for precise, lower-volume material usage with improved yields and fewer byproducts. These process improvements are documented in Standard Operating Procedures (SOPs) and embedded into revised batch protocols.

The company actively promotes the use of recovered input materials by operating solvent recovery and recycling systems to reclaim unreacted reagents for reuse in subsequent production cycles. By-product streams are assessed for their potential as precursors or intermediates, enabling internal reuse or sale as secondary inputs. All recovery systems are supported by documented maintenance and operational records.

Through its biotechnology capabilities, Novopor advances the use of eco-friendly and bio-based input materials, including bio-catalyzed pathways, bio-based feedstocks, and biodegradable additives—particularly where lifecycle benefits align with customer demand for sustainable materials.

Robust environmental emergency measures are in place, including offsite mock drills conducted with local authorities to simulate hazardous chemical leak scenarios, test emergency readiness, and refine containment procedures. Emergency response SOPs clearly define spill control, neutralisation, and communication protocols.

To ensure the safe labeling, storage, handling, and transport of hazardous substances, Novopor maintains strict chemical management systems—covering hazard pictograms, sealed containment, segregated storage by hazard class, shelf-life monitoring, and full compliance with transport regulations through secure packaging, trained handlers, and documentation tracking.

Employee training on the safe management of hazardous substances is a core element of our EHS programme. Regular sessions cover chemical hazards, spill response, PPE use, and safe handling procedures. In 2024, Novopor received the CII Andhra Pradesh Industrial Safety Excellence Award in recognition of its strong safety reporting culture and advanced training practices.

All hazardous waste is subjected to specialised treatment and safe disposal. Depending on waste type, treatment is conducted either onsite in dedicated facilities or through licensed third-party handlers via methods such as incineration, chemical neutralisation, or secured landfilling. SOPs ensure consistent waste segregation, storage, labeling, and authorised disposal, with full audit trails maintained for compliance verification.

Responsible Product Management (GRI 416-1, 416-2)

Novopor actively works to minimize the environmental footprint of its products during their use phase by integrating scientific assessment, customer guidance, targeted formulations, and innovation in bio-based solutions. Life Cycle Assessment (LCA) studies—commissioned either through third-party experts or conducted internally—are undertaken to quantify environmental impacts associated with product use. These assessments cover key categories such as climate change and global warming potential, aquatic and soil acidification, eutrophication potential, ecotoxicity, resource depletion, and particulate matter formation. In line with our transparency commitments. Additionally, product hazard assessments are carried out to evaluate potential emissions or toxicity risks during the use phase, forming the basis for improved formulations and safer handling guidelines. To ensure efficient and responsible product usage, Novopor supplies clear user manuals and service guides detailing best practices for storage, handling, and application. These resources are designed to prevent leaks, spills, or degradation, while maximizing product efficiency during use. Product labeling and packaging inserts include concise dosing and usage guidelines to reduce wastage and extend effective lifespan. For agrochemical intermediates, recommended storage conditions are provided to prevent premature chemical breakdown, while maintenance and repair manuals for durable equipment or delivery systems help extend operational life, reducing the need for early replacements and conserving resources. Our agrochemical intermediates are specifically designed to support targeted formulations that address particular pests or invasive species, thereby minimizing off-target effects on surrounding ecosystems. Detailed mode-of-action descriptions and species-specific application instructions are provided to guide safe and effective use. Toxicological risk assessments and analytical testing validate the selectivity and environmental safety of these products, informing phytotoxicity studies and environmental risk mitigation strategies. In parallel, Novopor is advancing the development of bio-based intermediates derived from naturally occurring sources such as plant extracts, bacterial cultures, and mineral-derived actives. These biopesticide intermediates are engineered to offer safer, eco-friendly alternatives to traditional synthetic pesticides while maintaining high efficacy. Each product undergoes rigorous environmental and performance testing to confirm that it delivers targeted pest management outcomes with reduced ecological impact. This combination of innovation, scientific validation, and customer-focused guidance reflects Novopor's commitment to ensuring that its products contribute positively to environmental stewardship throughout their lifecycle.



Energy, Emissions & Climate Initiatives (GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5)

Novopor is deeply committed to combating climate change, guided by science-based greenhouse gas (GHG) reduction targets aligned with the 1.5 °C pathway. These targets encompass Scope 1 and Scope 2 emissions, as well as priority Scope 3 categories, ensuring that our climate strategy addresses both direct operational impacts and value chain emissions. Our GHG inventory is prepared in full accordance with the GHG Protocol, covering all relevant stakeholders, including suppliers, contractors, and logistics partners. Emissions data is transparently shared with both internal and external stakeholders, reinforcing accountability and driving collective action. We actively engage with stakeholders and suppliers to reduce GHG emissions, screening suppliers based on their emissions performance and encouraging them to adopt low-carbon practices.

To achieve our GHG reduction targets, Novopor conducts comprehensive energy audits that map energy flows, identify carbon-intensive hotspots, and recommend targeted, technology-driven solutions. Acting on these insights, we have upgraded to energy-efficient LED lighting for reduced electricity use, installed high-efficiency motors to lower operational load, and optimised production processes to cut idle time and minimise resource waste.

We have implemented waste heat recovery systems that capture thermal energy from boilers, dryers, and reactors for reuse, significantly reducing fuel needs and CO₂ emissions. In addition, we have transitioned our boilers to sustainable fuel sources such as biomass and cleaner alternatives, lowering carbon intensity while maintaining operational reliability. Together, these measures form a robust, adaptive energy management framework that drives both emissions reduction and operational efficiency.

Beyond our own operations, we actively engage suppliers through carbon reduction collaboration programs. These initiatives encourage renewable energy adoption, promote low-emission logistics solutions, and integrate climate performance criteria into procurement decisions. Transparency underpins our approach—emissions data is disclosed in line with GRI reporting frameworks, while our climate strategy undergoes a formal review every five years to align with emerging science and policy. We also integrate climate risk assessment and resilience planning into strategic decision-making, ensuring that Novopor not only reduces its environmental footprint but also strengthens its capacity to adapt and thrive in a low-carbon economy.

Responsible Product Use and Performance (GRI 416-1, 416-2)



Novopor places the health and safety of its customers at the core of its product stewardship approach. Through structured policies, proactive engagement, and rigorous systems—including safety data sharing, risk assessment, and response protocols—Novopor ensures that customers are well-informed and protected throughout the product lifecycle. This is aligned with its broader EHS commitment, certified under ISO 45001 and ISO 14001, and widely recognized in industry safety forums.

Awareness Program & Customer Information

- User manuals, brochures, and spec sheets accompany all products, with clear descriptions of chemical hazards, safe handling procedures, and recommended protective equipment.
- Novopor regularly provides webinar sessions and technical seminars to its customers, educating them on safe use practices — especially for complex chemistries and high-pressure applications like hydrogenation and polymerization.
- Health, safety, and sustainability features are also highlighted in annual sustainability or ESG summaries, ensuring visibility of safety protocols across stakeholders.

Emergency Preparedness & Recall Processes

Novopor has formalized emergency response procedures, demonstrated by its collaboration with government authorities and participation in mock emergency drills—such as a chlorine-gas leak simulation involving NDRF, fire services, and other external agencies in April 2025.



- A product-issue reporting mechanism exists to proactively interact with customers on safety risks. Reports are collected via a formal complaint surveillance system, enabling Novopur to investigate, act on, and, if necessary, initiate recalls in coordination with regulatory authorities.

Customer Feedback and External Reporting Channels

- Novopur maintains a robust safety reporting culture, including customer-facing channels for raising concerns or product safety issues.
- Customers can submit complaints or concerns via dedicated helplines or email, feeding into formal surveillance systems for monitoring product quality and safety across supply batches.
- Data from customer feedback is regularly reviewed, forming the basis of ongoing risk mitigation improvements and internal audits.

Use of Chemical Databases or Research for Health Impact Identification

- Novopur leverages its advanced analytical laboratory and process safety systems, including HAZOP studies, to evaluate potential health risks from its chemical processes and products.
- While no specific external chemical database (e.g. Cleangredients, HPV) is publicly cited, its commitment to ESG/regulatory compliance and process safety implies internal research frameworks are in place.
- Novopur collaborates with global regulatory guidelines to review chemical hazard data and assess impacts on end users.

Provision of Safety Data Sheets (SDS)

- Detailed Safety Data Sheets (SDS) are routinely issued for all hazardous substances marketed by Novopur, outlining chemical composition, hazards, safe handling, and emergency measures.
- SDS documents are available to customers at the point of sale and via digital download channels to ensure informed decision-making by end users.

Health & Safety Risk Assessment for Customer Use

- Risk assessments are integral to Novopur's process safety framework. The company conducts HAZOP and process risk reviews for new products and changes to existing ones, ensuring operational hazards are identified and mitigated before customer delivery.
- The company's ISO 45001 certification and external recognition, such as the CII Safety Excellence Award-Bronze in 2024, reflect its systematic approach to health and safety risk identification and management.

Area	Existing Actions at Novopur
Awareness & Information	Manuals, brochures, webinars, ESG reports
Emergency & Recall	Mock drills, formal complaint & recall process
Feedback Channels	Customer complaint lines, surveillance tracking
Chemical Research/Risk Analysis	HAZOP studies, internal hazard reviews
SDS Provision	Safety Data Sheets made available for all products
Risk Assessment	SOPs, generic risk assessment practices for product changes

Circularity and End-of-Life Stewardship (GRI 417-1, 417-2, 417-3)

Collaborative End-of-Life Management Programs

To help customers manage the end-of-life of durable products, Novopur collaborates actively with external stakeholders:

- Partnerships with certified third-party recycling firms, waste management service providers, and Producer Responsibility Organizations (PROs) not affiliated with Novopur.
- Document attachments include signed agreements/MoUs, brochures of collection/recovery programs, program summaries, and periodic monitoring and impact reports tracking returned volumes and recycling rates.

These collaborations ensure a structured take-back and recovery route for product components and packaging once these reach end-of-use, enabling proper recycling, material recovery, or safe disposal pathways.



Guidance for Users on Proper Disposal & Circular Flows

Novopur provides clear disposal and recycling guidance on its durable chemical delivery products:

- Product labels, brochures or digital product sheets include instructions to return or recycle containers and components via local collection networks or partner schemes.
- Provided information highlights available waste infrastructure, such as chemical-safe collection facilities, licensed recyclers, or hazardous waste handlers—for example, return to collection centers or authorized recycling bins rather than landfill disposal.

Documentation to support this includes product brochures, labels, program summaries, and user-facing materials explaining how to minimize leakage, avoid contamination, and reduce virgin material use.

Primary-Packaging Optimization

Efforts to minimize environmental impact from packaging at product end-of-life include:

- Design innovations to reduce packaging weight and volume (lightweighting) and shift toward mono-material primary packaging, making recycling or material separation easier post-use.
- Implementation records capturing SOPs, work instructions, and technology deployment records—documenting packaging material selection and testing for recyclability or compostability where applicable.

Evidence may include standard operating procedures for package design, records of trials reducing plastic density or standardizing on single-resin bottles or liners.

Green Chemistry to Minimize Post-Use Leaching

Novopur prioritizes designing chemical formulations with limited environmental impact after product use:

- Product test reports and formulation brochures demonstrate that chemical products minimize leaching of harmful residues. For example, surfactants, polymer additives, or intermediates are designed to degrade safely or not persist in effluents.
- Any relevant lab validation or environmental fate modeling showing zero or reduced leachate potential in soils or waterways is documented.

These validate that residues in product containers or remaining formulation pose minimal environmental risk during disposal or recycling.

Summary Table

Requirement	Actions Implemented (example)
External Collaboration	Signed agreements with independent recyclers or PROs; brochures and annual monitoring reports.
User Disposal Information	Product labels and brochures explaining return/recycle routes and safe handling.
Packaging Optimization	Lightweight, monomaterial bottles; documented SOPs and design change records.
Green Chemistry Design	Test reports showing minimal leaching potential; formulation info in brochures.

Chemical Safety & Regulatory Compliance

REACH Regulation (EC 1907/2006) requirements are not applicable to Novopur, as our operations do not involve manufacturing or importing chemicals into the EU. However, we maintain stringent chemical safety practices in line with global standards and ensure that no mercury or mercury-based compounds are used in any process. Our sourcing approach prioritises verified safe materials and responsible handling to protect human health and the environment across our supply chain.

Key Actions Implemented:

Action Area	Description
Substance Registration	All relevant chemicals are registered under REACH—either by Novopur directly or via a designated Only Representative—ensuring legal supply and use within the EU.
Safety Data Sheets (SDS)	We issue and maintain SDS documents for all REACH-registered substances. These are regularly updated to reflect new hazard classifications, regulatory changes, or substance reformulations.
Downstream Communication	Comprehensive safety and handling guidance is communicated to downstream users, including customers and logistic partners. This includes protocols for hazardous substances and any Substance of Very High Concern (SVHC), covering safe packaging, transport, use, and disposal.



Supporting Stewardship Mechanisms

- **Chemical Inventory System** : We maintain a rigorous chemical registry to track all inputs. Users of restricted or SVHC-listed chemicals are flagged for ongoing review and substitution wherever possible.
- **Substitution & Safer Alternatives Program** : Our R&D and procurement teams proactively evaluate high-risk substances. When feasible, we replace such substances with safer alternatives to reduce risk and future regulatory burden.
- **Regulatory Watch & Updates** : A dedicated compliance team monitors EU regulatory developments (e.g. inclusion of new SVHCs, annual REACH updates) to ensure our information, procedures, and SDS documents remain current.
- **Training & Internal EHS Protocols** : Internal SOPs govern every stage—handling, storage, transport, emergency response—for REACH-regulated chemicals. Routine training reinforces safe practice and legal compliance across our workforce.

Summary Table: Key Sustainability Dimensions

Focus Area	Highlights & Initiatives
Board Governance & Strategy	ESG oversight, integrated planning
Climate & Energy	SBTi targets, Net-Zero roadmap, energy audits
Water	Recycling, audits, risk mapping, quality control
Air Quality	Emission controls, pollutant tracking
Waste	Segregation, recycling, upcycling initiatives
Product Use	Efficient end-use products, customer guidance
End-Of-Life	Design for circularity, take-back schemes
REACH	Compliance declaration, substance management

Responsible Waste Management (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Novopor has implemented a robust internal waste management framework based on four core pillars: waste reduction, training, sorting, and waste stream mapping. The company's operational excellence in these areas reflects its strong environmental integrity and governance.

At NovoPor, waste management is approached as a strategic environmental responsibility, anchored in four core pillars—waste reduction, employee training, internal sorting, and waste stream mapping. This integrated framework ensures that our operations not only meet compliance requirements but also reflect our commitment to environmental integrity and sustainable governance.

Efforts to reduce internal waste focus on material reuse, recovery, and repurposing. Wherever feasible, reusable equipment and materials are prioritized over disposable alternatives. Spent reactor liners and packaging are cleaned and repurposed within the facility, while recovered solvent streams and filter residues are processed for reuse, optimizing material yield and reducing raw material consumption. These initiatives are supported by detailed equipment specifications, standard operating procedures, and process flow diagrams that document and standardize reuse practices.

Training plays a central role in our waste management approach. All operational and housekeeping teams undergo mandatory modules covering waste segregation, hazardous and non-hazardous classifications, recyclability, and source reduction best practices. Attendance is tracked, completion certificates are issued, and post-training assessments ensure effectiveness. Performance in waste reduction is also linked to employee incentive programs, reinforcing the importance of individual responsibility in achieving collective goals.

Internal sorting systems are designed for efficiency and compliance, with waste segregated at source into distinct streams such as plastics, metals, glass, paper, organic matter, and hazardous chemical residues. Hazardous waste is managed under strict protocols, neutralized where possible, and disposed of only through certified third-party facilities. Color-coded bins, clear signage, and detailed SOPs maintain consistency and prevent contamination, while recycling, composting, and disposal data is tracked through internal dashboards and reflected in the CSR report.

To enhance transparency and performance, waste stream mapping is employed across all facilities. This process visualizes waste flow from generation points—such as R&D labs,



production units, and packaging lines—through recovery, recycling, treatment, or final disposal. The insights gained enable us to identify inefficiencies, such as over-generation or contamination risks, and implement targeted interventions, including reuse loops and on-site recovery solutions. Annual waste summaries, along with supporting documentation like flowcharts and equipment installation records, form part of our Sustainability Report, ensuring accountability and continuous improvement. Through this structured and proactive approach, Novopur strengthens its commitment to responsible waste management, reduces environmental impact, and contributes meaningfully to circular economy principles.

Sustainable Water Stewardship (GRI 303-1, 303-2, 303-3, 303-4, 303-5)

Technologies & Practices to Recycle or Reuse Water

Novopur's manufacturing facilities integrate in-house effluent treatment plants (ETPs) and water reclamation systems designed for reuse in non-potable applications such as equipment cooling, sanitation, and landscape irrigation Novopur.

- Treated effluent is repurposed internally wherever possible.
- Standard operating procedures and work instructions guide the treatment process and reuse protocols.
- Equipment installation records and SOPs document the implementation of filtration, settling, and reuse systems.

Water Audit

- Regular water accounting and internal audits assess consumption per manufacturing unit.
- Water intensity benchmarks (e.g. amount per ton of product) are tracked year-over-year to highlight efficiency improvements.
- Auditing reports, usage dashboards, and SOPs (e.g. meter reading instructions) demonstrate systematic review and reduction planning.

Adoption of Cooling Systems with Reduced or Recycled Water Consumption

- Cooling infrastructure is configured to maximize recycled-water use via closed-loop cooling towers connected to treated wastewater.
- Where feasible, air-cooled and hybrid cooling systems are deployed to minimize makeup freshwater requirements.
- Technology installation records and related SOPs document system design and operational protocols for low-water cooling.

Water Risk Assessments Performed

- Site locations in semi-arid Andhra Pradesh undergo periodic water-risk assessment, drawing on tools such as the WRI Aqueduct Water Risk Atlas and WWF Water Risk Filter.
- Mapping outcomes inform contingency plans for seasonal water scarcity and guide site-specific conservation measures.
- Water-risk reports and policies are included in sustainability reporting and environmental management documents.

Wastewater Quality Assessment

- Each facility conducts routine wastewater quality testing—covering key discharge parameters such as pH, BOD, COD, TSS—via certified in-house labs or accredited third-party laboratories.
- Monitoring results are reviewed quarterly to ensure compliance with local regulatory discharge thresholds.
- Contracts with external testing providers, SOPs, and test records document ongoing compliance efforts.

Control Measures to Prevent Groundwater Contamination

- Chemical storage areas are constructed with impermeable flooring and secondary containment to prevent accidental releases.
- Groundwater sampling is conducted periodically around plant perimeters to monitor for potential pollution indicators.
- Groundwater monitoring reports, procedure guidelines, and remediation escalation workflows ensure protection of local aquifers.



Biodiversity Conservation (GRI 304-1, 304-2, 304-3, 304-4)

Novopur places biodiversity preservation and ecosystem integrity at the core of its site-level environmental strategy. Their approach encompasses:

Environmental Governance & Stewardship

- Robust environmental protocols govern Novopur's operations across all manufacturing facilities, ensuring compliance with recognized sustainability and chemical safety standards.
- Adherence to ISO 14001:2015 certification evidences their commitment to systematic environmental management and pollution control_.

Site-Based Habitat Protection & Restoration

- Each facility is equipped with advanced effluent treatment plants, solid waste segregation systems, and comprehensive waste-control infrastructure to significantly reduce pollution impacts on surrounding ecosystems.
- Though not explicitly cited for biodiversity projects, use of such infrastructure minimizes ecological disturbance and supports a precautionary approach to natural habitat preservation.

Ecosystem-Sensitive Operations

- Novopur's manufacturing centres in Andhra Pradesh operate with oversight on ecological impacts, integrating protective measures around sensitive locales and leveraging greenbelt development near facilities.
- While detailed community-driven biodiversity programs are not published, their broader ESG orientation indicates alignment with regenerative practices.

Innovation Through Bio-based Technology

- Novopur's biotechnology division—focusing on bio-derived solvents, bioplastics, and engineered microbes for plastic degradation—supports circular material cycles and helps reduce pressure on natural resources and ecosystems.
- These innovations underscore strategic efforts to mitigate long-term ecological impact across product life cycles.

Stakeholder Engagement & Global Framework Alignment

- As of July 2025, Novopur officially joined the UN Global Compact, committing to environment-related principles and due for its next Communication on Progress in July 2026_.
- This affiliation reflects intent to integrate biodiversity considerations within broader global sustainability goals.

Integrated Impact:

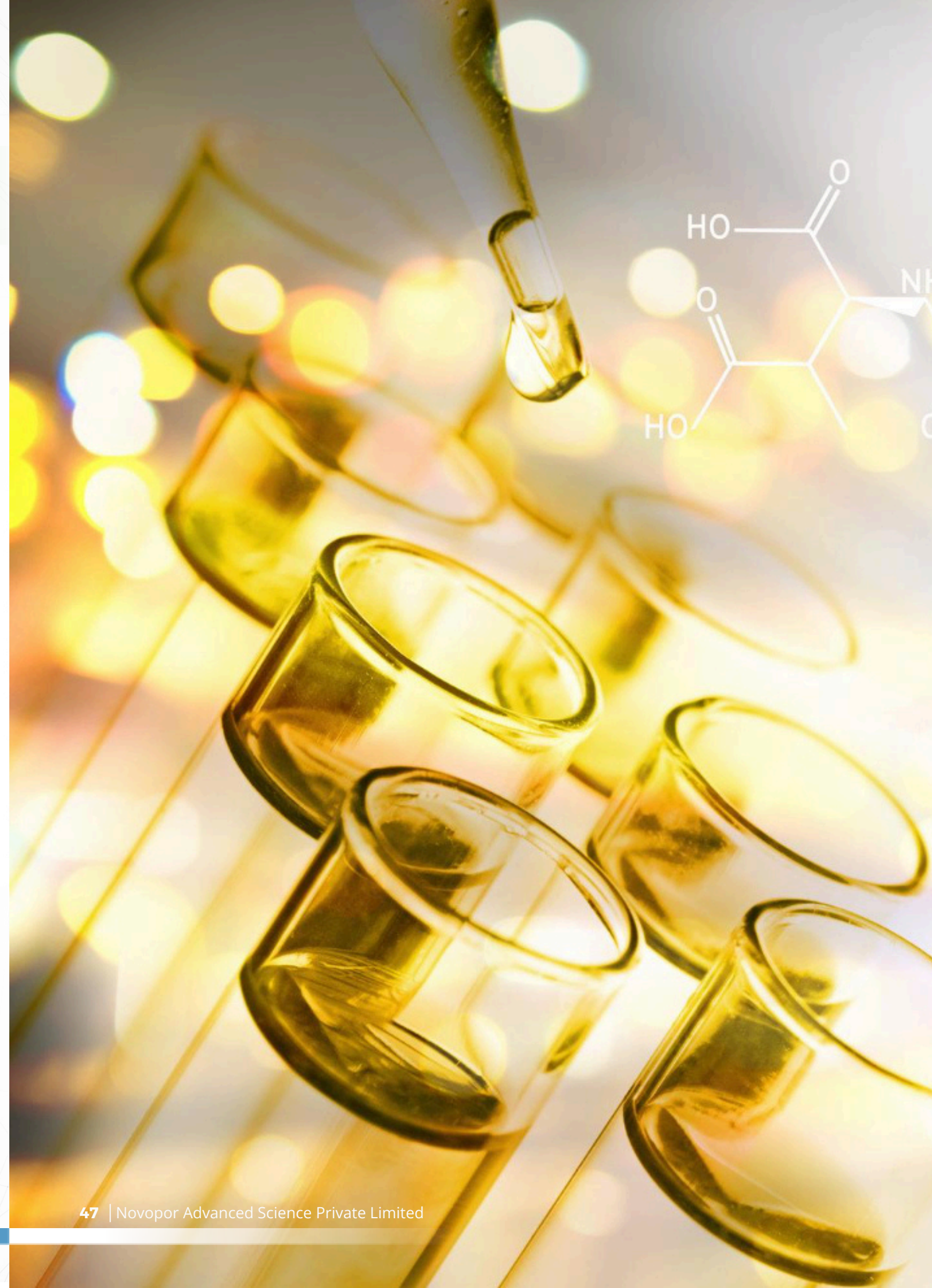
Together, our efforts in waste, water, and biodiversity management align with global environmental goals, including the UN SDGs 6 (Clean Water), 12 (Responsible Consumption), 14 (Life Below Water), and 15 (Life on Land). We continue to explore innovations and partnerships to deepen our environmental stewardship.



Sustainable Procurement

The Section of Sustainability Report includes :

- Sustainable Procurement Commitment:





Sustainable Procurement Commitment:

Novopur's Sustainable Procurement Policy ensures that purchasing decisions support environmental stewardship, social responsibility, and long-term value creation. The policy integrates sustainability principles into supplier selection, contracting, and performance monitoring, aligning procurement practices with Novopur's broader ESG commitments.

Sustainable Procurement Policy Focus Areas:

- **Reducing Environmental Impact:** Prioritizing low-carbon materials, energy-efficient products, and resource-efficient sourcing.
- **Enhancing Circular Economy Practices:** Encouraging reuse, recycling, and waste reduction in the supply chain.
- **Sustainable Innovation:** Partnering with suppliers to develop eco-friendly materials and technologies.
- **Social Practices:** Promoting fair labor standards, ethical sourcing, and community well-being.

Targets & KPI Linkage: The policy sets quantitative targets (e.g., percentage of suppliers meeting sustainability criteria) and qualitative goals (e.g., fostering a responsible sourcing culture). Progress is tracked through KPIs presented in the Annexure of this ASR.

Responsibilities: Implementation is led by the Procurement Head, supported by the EHS Manager for environmental compliance and Cross-Functional Teams for supplier engagement, monitoring, and capacity building. **Review Mechanism:** The policy is reviewed annually or when triggered by audits, regulatory changes, supplier performance data, or stakeholder feedback. A structured evaluation process ensures effectiveness, with approved updates communicated to stakeholders and all revisions documented for transparency.

Supplier ESG Expectations:

GRI 308, GRI 414 | GRI 2-25 | GRI 2-23, 2-24 |

1. Strategic Alignment & Purpose:

- Emphasize that Novopur's procurement practices support its broader sustainability goals, such as energy efficiency, waste reduction, and cleaner chemical innovation.
- Reinforce how procurement decisions are integrated into Novopur's ESG strategy—citing ISO 14001 and ISO 45001 certifications as proof points.

Sustainable Procurement Measures:

At Novopur, sustainable procurement is a strategic imperative—woven into every aspect of how we source and collaborate with suppliers:

- **Embedded Sustainability in Supplier Engagements :** We integrate environmental responsibility into procurement by favoring suppliers who align with our commitments to waste reduction, effluent treatment, and efficient resource use—practices mirrored in our own operations within-house treatment facilities and waste segregation systems.
- **Selective Partnering for Impact :** Our supplier selection process prioritizes partners who contribute to greener end-use solutions—such as lightweight materials that reduce vehicle emissions or sustainable agrochemicals—consistent with our mission to drive environmental stewardship across the value chain.
- **Supplier Code of Conduct :** Novopur upholds a robust Supplier Code of Conduct that includes environmental and social clauses, ensuring all partners adhere to responsible practices aligned with our sustainability and ethical commitments.
- **Operational Excellence Meets ESG :** Our procurement emphasizes high standards of quality, safety, and automation—and we extend these expectations downstream, encouraging suppliers to adopt advanced laboratory methods and process controls that reflect our own capabilities

2. Supplier Screening & Selection:

- **Environmental Criteria:** New suppliers must demonstrate sustainable operations, such as waste management, effluent treatment, and resource-efficient manufacturing.
- **Safety & Quality:** Suppliers must uphold rigorous quality and safety standards (e.g., ISO-based systems, analytical assurance protocols).
- **Ethical & Governance Standards:** Expect transparency, compliance, and alignment with ethical business conduct—mirroring Novopur's governance values.

Inclusive Sourcing Measures:

Novopur's commitment to sustainable procurement extends to empowering socio-economic inclusion across our sourcing network:

- **Locally Rooted, Globally Minded :** We seek to strengthen local communities by engaging suppliers situated in or near our manufacturing hubs in Andhra Pradesh,, and Hyderabad—thereby fostering local economic growth and inclusive opportunity.



- **Diverse Supply Chain Participation** : We actively encourage supplier diversity, including women-owned enterprises, SMEs, and underrepresented businesses—both to advance equitable opportunity and to tap into a wider ecosystem of innovation aligned with Novopur’s values.

- **Equity Through Long-Term Partnerships** : Inclusive sourcing isn’t merely symbolic—it’s structural. We aim to build sustained relationships with diverse suppliers, providing them with capacity-building support and market access that elevate their competitive and ESG capabilities.

3. Contractual Integration & Capability Development:

- Include explicit ESG expectations in supplier agreements—covering environmental compliance, waste protocols, and occupational safety.
- **Support suppliers through capacity building:** workshops, guidance on effluent management, safe chemistry practices, and quality control methods, reflecting Novopur’s own operational excellence.

4. Performance Monitoring & Audits:

- Regular audits assess supplier performance on ESG metrics (environmental footprint, safety records, waste reduction).
- Track supplier KPIs such as emissions, waste diversion rates, and incident rates, reinforcing continuous improvement.

5. Remediation & Continuous Improvement:

- **Establish a formal corrective action process:** if issues arise, the supplier remediation plan includes root-cause analysis, timeline-based improvements, and follow-up audits.
- Share best practices across the supply base to uplift overall performance and innovation.

6. Collaboration & Innovation:

- Collaborate with suppliers to co-develop sustainable solutions—such as biodegradable intermediates, greener solvents, or waste segregation systems—aligned with Novopur’s sustainability and biotech capabilities.
- Encourage pilot programs that can scale sustainable innovations across the value chain.

7. Transparency & Reporting:

- Publish an overview of supplier sustainability performance in the ASR, possibly including:
 - Percentage of suppliers assessed using ESG criteria.
 - Examples of success stories or remediation outcomes.
 - Targets for supplier ESG improvements in the upcoming year.

8. Governance, Accountability & Continuous Review:

- Assign clear internal accountability—for example, procurement and ESG teams jointly overseeing supplier performance.
- Conduct periodic reviews of the Supplier ESG framework to align with evolving international standards and stakeholder expectations.

Due Diligence & Audits

GRI 2-12 | GRI 2-13 | GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 308-1 / GRI 414-1 | GRI 414-2

1. Define Clear ESG Expectations & Supplier Risk Criteria

- Begin by establishing what ESG criteria suppliers must meet—such as environmental management, workplace safety, ethical governance, and transparency.
- Adopt a risk-based approach to tailor due diligence based on supplier region, industry, or raw material risk, as exemplified by leaders like Essity.

Conflict Minerals Measures:

To promote ethical supply chains and responsible sourcing, Novopur implements the following:

- **Supplier Screening:** Suppliers are mandated to confirm and document that materials do not contain conflict minerals—specifically tin, tungsten, tantalum, and gold (3TG)—sourced from conflict-affected or high-risk regions.
- **Audit Escalation:** Where uncertainty arises, we require supplier attestations or third-party audits to validate traceability and ensure materials are conflict-free.



2. Supplier Self-Assessment & Pre-Qualification

- Require suppliers to complete ESG self-assessments aligned with Novopor's procurement policies.
- Evaluate inherent risks such as chemical handling, energy use, labor conditions, and compliance culture—drawing inspiration from Essity's supplier screening model.

REACH Measures:

- NREACH Regulation (EC 1907/2006) requirements are not applicable to Novopor, as our operations do not involve manufacturing or importing chemicals into the EU. However, we maintain stringent chemical safety practices in line with global standards and ensure that no mercury or mercury-based compounds are used in any process. Our sourcing approach prioritises verified safe materials and responsible handling to protect human health and the environment across our supply chain.

3. Third-Party Audits & On-Site Verification

- For high-risk suppliers, commission independent, on-site ESG audits to verify supplier claims. GROWLITY Pvt. Ltd. model illustrates how external auditors enhance credibility and identify gaps.
- Cross-check supplier responses against real-world practices, ensuring transparency and trust.

4. Audit Findings & ESG Risk Mapping

- Document audit results, mapping identified risks across Environmental, Social, and Governance pillars.
- Use dashboards or risk matrices (e.g., supplier sustainability scorecards) to visualize vulnerability, prioritizing areas needing action.

5. Corrective Action & Supplier Support

- When non-conformances arise, require tailored corrective action plans. Embody proactive improvement through root-cause analysis, timelines, and follow-up audits.
- Offer capacity-building—training, guidance on environmental or safety systems—to help suppliers level up.

6. Continuous Monitoring & Supplier Performance Management

- Incorporate ESG KPIs into regular supplier evaluations and scorecards. Track progress over time to promote accountability and improvement.

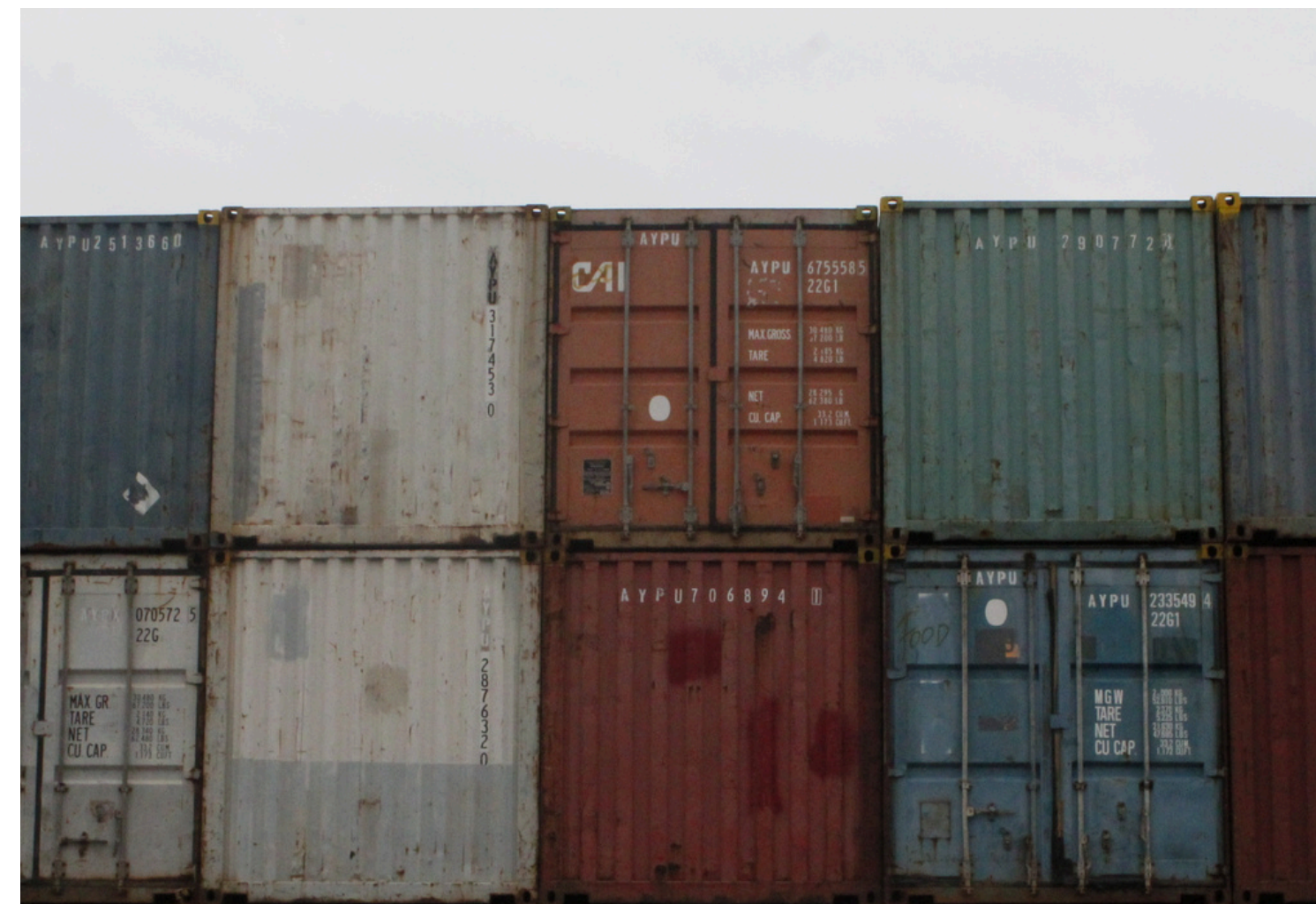
- Implement incentives for exemplary performance—such as preferential status or recognition—mirroring practices identified by ESG Maturity Audit by Growlity insights.

7. Collaboration & Innovation

- Foster collaboration with suppliers to co-create sustainable solutions—like greener chemistries, waste-minimizing processes, or energy-efficient innovations—aligned with Novopor's focus on sustainable innovation.

8. Governance, Escalation & Reporting

- Assign oversight responsibilities—procurement and ESG teams monitor audit programs and outcomes.
- In cases of persistent non-compliance, consider escalation steps such as probation, remediation deadlines, or termination.
- Report audit summaries and supplier performance highlights transparently in the ASR to demonstrate accountability and progress.





Capacity Building:

GRI 2-30 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 308-1 | GRI 308-2 | GRI 413-1

1. Assessment & Capability Mapping:

- Begin by evaluating suppliers' current ESG capabilities—identify strengths and gaps in areas like environmental management, safety protocols, quality systems, and innovation capacity.
- Map these findings to Novopor's own operational strengths: effluent treatment, waste segregation, safety culture, and R&D expertise.

2. Tailored Training Programs:

- Design bespoke training modules for suppliers in topics including:
 - Environmental practices (e.g., waste handling, reducing effluent impact)
 - Safety & risk assessment (aligned with Novopor's award-winning safety culture)
 - Quality assurance and adherence to ISO standards
- Offer both virtual sessions and in-person workshops for maximum reach and effectiveness.

3. Resource & Knowledge Sharing:

Make Novopor's internal expertise accessible to suppliers, such as:

- Best-practice case studies on effluent treatment or waste management
- R&D-backed insights and process optimization know-how

Foster peer learning by creating forums where suppliers exchange success stories and lessons.

4. Joint Improvement Projects:

- Launch collaborative initiatives with selected suppliers:
 - Pilot projects focused on greener chemistries or sustainable processes
 - Initiatives inspired by Novopor's innovation-led approach to scalable chemistry
- Co-develop solutions that scale ESG benefits across the supply chain.

5. Monitoring Progress & Feedback:

- Track the impact of capacity-building through performance metrics, such as:
 - Reduction in non-compliances, improved audit ratings
 - Adoption of safety and environmental protocols
- Gather supplier feedback to continuously refine program content and delivery.

6. Recognition & Incentives:

- Acknowledge high-performing suppliers in the ASR, reinforcing commitment to sustainability.
- Establish incentives such as preferred partnership status or inclusion in strategic initiatives for those demonstrating strong ESG progress.

7. Continuous Evolution:

Commit to ongoing review and enhancement of the capacity-building program in response to:

- Supplier needs and feedback
- Emerging ESG standards and stakeholder expectations



ESG Performance & KPI Roadmap

The Section of Sustainability Report includes :

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





KPI's's Roadmap

Key ESG Achievements (Last FY) / ESG Targets (Next 3-5 Years)

ENVIRONMENTAL						
ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq) 146064.27	Scope 1 GHG (tCO2eq)2.5% Reduction (Target / Actual 142412.66 / 99404.22	Scope 1 GHG (tCO2eq)5% Reduction (Target / Actual) 138761.06 / 138706.19	Scope 1 GHG (tCO2eq)7.5% Reduction (Target / Actual) 135109.20/	Scope 1 GHG (tCO2eq)10% Reduction (Target / Actual) 131457.84/	
	Scope 2 GHG (tCO2eq) 31132.27	Scope 2 GHG (tCO2eq)2.5% Reduction (Target / Actual 30353.70 / 24608.63	Scope 2 GHG (tCO2eq)5% Reduction (Target / Actual) 29575.40 / 29396.04	Scope 2 GHG (tCO2eq)7.5% Reduction (Target / Actual) 28797 /	Scope 2 GHG (tCO2eq)10% Reduction (Target / Actual) 28019.04/	
	Scope 3 GHG (tCO2eq) 57437.14	Scope 3 GHG (tCO2eq)2.5% Reduction (Target / Actual) 56001.46 / 33488.89	Scope 3 GHG (tCO2eq)5% Reduction(Target / Actual) 54565.53 / 64214.47	Scope 3 GHG (tCO2eq)7.5% Reduction (Target / Actual) 53130/	Scope 3 GHG (tCO2eq)10% Reduction (Target / Actual) 51,693.43/	
	Scope 3 Downstream GHG Emission (tCO2eq) 318.93	Scope 3 Downstream GHG Emission (tCO2eq)2.5% Reduction (Target / Actual 307.37/177.71	Scope 3 Downstream GHG Emission (tCO2eq)5% Reduction (Target / Actual) 299.49 / 301.59	Scope 3 Downstream GHG emission(tCO2eq)7.5% Reduction (Target /Actual) 295.01 /	Scope 3 Downstream GHG Emission (tCO2eq)10% Reduction (Target / Actual) 287.087/	
	Scope 3 Upstream GHG Emission (tCO2eq) 3674.15	Scope 3 Upstream GHG Emission (tCO2eq)2.5% Reduction(Target / Actual 3582.15 / 1036.28	Scope 3 Upstream GHG Emission (tCO2eq)5% Reduction(Target / Actual 3490.30 / 3452.02	Scope 3 Upstream GHG Emission(tCO2eq)7.5% Reduction(Target / Actual) 3399 /	Scope 3 Upstream GHG Emission (tCO2eq)10% Reduction (Target / Actual) 3,306.74/	
	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 166	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual) 161/163	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))(Target / Actual) 157/ 130.29	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) 154/	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.))(Target / Actual) 149/	
	% of People Trained on GHG 50%	% 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% /	% of People Trained on GHG (Target / Actual) 100% /	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
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 % /	% 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 /	# of Complaints 0 /	
Energy	Total energy consumption (in KWH) 51229654	Total energy consumption (in KWH)(Target / Actual) 49948912.65 / 38648064	Total energy consumption (in KWH)(Target / Actual) 48668171.30 / 4,08,58,013	Total energy consumption (in KWH)(Target / Actual) 47387430 /	Total energy consumption (in KWH)(Target / Actual) 46106689 /	
	Energy Intensity (KWH/Revenue (in Cr.) 47888	Energy Intensity (KWH/Revenue (in Cr.)(Target / Actual) 46691/50837	Energy Intensity(KWH/Revenue (in Cr.)(Target / Actual) 45494 / 31,667.72	Energy Intensity(KWH/Revenue (in Cr.)(Target / Actual) 44297 /	Energy Intensity(KWH/Revenue (in Cr.)(Target / Actual) 43100 /	
	Total renewable energy consumption (in KWH) 0	Total renewable energy consumption (in KWH)(Target / Actual) 1000/ 0	Total renewable energy consumption (in KWH)(Target / Actual) 5400000 / 0	Total renewable energy consumption (in KWH)(Target / Actual) 5400000 /	Total renewable energy consumption (in KWH)(Target / Actual) 5400000 /	
	Renewable Energy against Total Energy (%) 0 %	Renewable Energy against Total Energy (%) 10% / 0%	Renewable Energy against Total Energy (%) 10% / 0%	Renewable Energy against Total Energy (%) 10%	Renewable Energy against Total Energy (%) 10%	
	% of people Trained on Energy Efficiency 90 %	% 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%/	% of people Trained on Energy Efficiency(Target / Actual) 100%/	
Water	Total Water consumption (in Kilo Litres / Year) 464299	Total Water consumption(in Kilo Litres / Year)(Target / Actual) 452691.52/385885	Total Water consumption(in Kilo Litres / Year)(Target / Actual) 441084.05 / 441036	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 429476.6/	Total Water consumption (in Kilo Litres / Year)(Target / Actual) 417869.1/	6 CLEAN WATER AND SANITATION



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Water	Total Water recycled and reused (in Kilo Litres / Year) 102840	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 105411/ 86000	Total Water recycled and reused (in Kilo Litres / Year)(Target / Actual) 107982/ 97698	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 110553 /	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 113,124 /	
	Total Rain Water Harvested(in Kilo Litres / Year) 0	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 10/0	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 20/0	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 30/	Total Rain Water Harvested(in Kilo Litres / Year)(Target / Actual) 40/	
	Total water consumption per employee(in Litres / Employee / Day) 135	Total water consumption per employee(in Litres / Employee) (Target / Actual) 131/132	Total water consumption per employee(in Litres / Employee) (Target / Actual) 128/128	Total water consumption per employee(in Litres / Employee) (Target / Actual) 125/	Total water consumption per employee(in Litres / Employee) (Target / Actual) 122/	
	Total Water Treated (In % of Total Water consumption) 18.53 %	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 % / 15.03%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 % / 18.67%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 %	Total Water Treated (In % of Total Water consumption)(Target / Actual) 100 %	
	Water Intensity(Water consumed / Revenue (in Cr.) 434	Water Intensity(Water consumed / Revenue (in Cr.) 423/507.58	Water Intensity(Water consumed / Revenue (in Cr.) 412/ 341.83	Water Intensity(Water consumed / Revenue (in Cr.) 403/	Water Intensity(Water consumed / Revenue (in Cr.) 368/	
	Pollutants present in waste waterTotal Suspended Solids (milligram / Litre) (Limit / Result) <600/156	Pollutants present in waste waterTotal Suspended Solids (milligram / Litre)(Limit / Result) <600 / 152	Pollutants present in waste waterTotal Suspended Solids (milligram / Litre)(Limit / Result) <600 / 156	Pollutants present in waste waterTotal Suspended Solids (milligram / Litre)(Limit / Result) <600 /	Pollutants present in waste waterTotal Suspended Solids (milligram / Litre)(Limit / Result) <600 /	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Water	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) <30	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 20.37/<30	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 20.9/ <30	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <30	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <30	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <8000/6500	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <8000/6300	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <8000/5998	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <8000	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <8000	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <3000/2062	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <3000/ 2010	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <3000/ 1650	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <3000	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <3000	
	% of people Trained on Water Efficiency 90 %	% 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 %/	% of people Trained on Water Efficiency (Target / Actual) 100 %/	
Air Pollution	SOx (Micro /m3)(Limit /Result) 13	SOx (Micro /m3)(Limit /Result) ≤ 80/12.67	SOx (Micro /m3)(Limit /Result) ≤ 80/10.66	SOx (Micro /m3)(Limit /Result) ≤80	SOx (Micro /m3)(Limit /Result) ≤80	
	NOx (Micro /m3) (Limit /Result) 26	NOx (Micro /m3)(Limit /Result) ≤80/25.35	NOx (Micro /m3)(Limit /Result) ≤80/22.33	NOx (Micro /m3)(Limit /Result) ≤80	NOx (Micro /m3)(Limit /Result) ≤80	
	PM10 (mg/M3)(Limit /Result) 60	PM10 (mg/M3)(Limit /Result) ≤100/58.5	PM10 (mg/M3)(Limit /Result) ≤100/64.33	PM10 (mg/M3)(Limit /Result) ≤100	PM10 (mg/M3)(Limit /Result) ≤100	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Air Pollution	PM2.5 (mg/M3)(Limit /Result) 20	PM2.5 (mg/M3)(Limit /Result) ≤60/19.5	PM2.5 (mg/M3)(Limit /Result) ≤60/24.66	PM2.5 (mg/M3)(Limit /Result) ≤60	PM2.5 (mg/M3)(Limit /Result) ≤60	
	Ammonia (mg/M3) (Limit /Result) 50	Ammonia (mg/M3) (Limit /Result) ≤400 / 48.75	Ammonia (mg/M3) (Limit /Result) ≤400 / 48.75	Ammonia (mg/M3) (Limit /Result) ≤400	Ammonia (mg/M3) (Limit /Result) ≤400	
	Lead (mg/M3) (Actual /Limit) ≤1.0	Lead (mg/M3) (Actual /Limit) BDL/≤1.0	Lead (mg/M3) (Actual /Limit) BDL/≤1.0	Lead (mg/M3) (Actual /Limit) BDL/1.0	Lead (mg/M3) (Actual /Limit) BDL/1.0	
	Ozone (mg/M3) (Actual /Limit) 60 /≤180	Ozone (mg/M3)(Actual /Limit) 58.5/ ≤180	Ozone (mg/M3)(Actual /Limit) 57/≤180	Ozone (mg/M3)(Actual /Limit) ≤180	Ozone (mg/M3)(Actual /Limit) ≤180	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 StandardPart – III 0/ 0	Cases of Non-Compliance of IS – 3646 StandardPart – IIIO	Cases of Non-Compliance of IS – 3646 StandardPart – IIIO	
Noise	Day Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 75	Day Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 69.6/75	Day Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 67.58 /75	Day Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 75	Day Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 75	
	Night Time Noise Level dB (A) LeqNear Plant (Actual / Limit) 66	Night Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 64.35 /70	Night Time Noise LeveldB (A) LeqNear Plant(Actual / Limit) 62.5/70	Night Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 70	Night Time Noise LeveldB (A) LeqNear Plant (Actual / Limit) 70	
Biodiversity Conservation	Number of native species supported (Target / Actual) 5	Number of native species supported (Target / Actual) 5/7	Number of native species supported (Target / Actual) 6/9	Number of native species supported (Target / Actual) 7/	Number of native species supported (Target / Actual) 10/	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Biodiversity Conservation	% 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%	% 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%	% of total department covered in Internal risk assessment Biodiversity 100%	
	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1/2	Number of Awareness session conducted on Biodiversity conservation 1/3	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 19640.48	Total Waste Generated (in Metric Tonnes) (Target / Actual) 19149.47 / 18171	Total Waste Generated (in Metric Tonnes) (Target / Actual) 18658.46 / 18742	Total Waste Generated (in Metric Tonnes) (Target / Actual) 18167	Total Waste Generated (in Metric Tonnes) (Target / Actual) 17676	
	Total Hazardous Waste Generation (in Metric Tonnes) 13229	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 12898/12912	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 12567.55/12632	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 12237	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 11906	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 6410.7	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 6250.43/5259	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 6090.16/6110	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 5929	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 5449	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Waste Generation	% of total waste from company operations diverted from landfills 0.06%	% of total waste from company operations diverted from landfills (Target / Actual) 100% / 1.44%	% of total waste from company operations diverted from landfills (Target / Actual) 100 % / 6.43%	% of total waste from company operations diverted from landfills (Target / Actual) 100 %	% of total waste from company operations diverted from landfills (Target / Actual) 100 %	
	Total Waste recycled in a year (in Metric Tonnes) 0	Total Waste recycled in a year (in Metric Tonnes) 10 / 0	Total Waste recycled in a year (in Metric Tonnes) 20 / 0	Total Waste recycled in a year (in Metric Tonnes) 30 /	Total Waste recycled in a year (in Metric Tonnes) 50 /	
Product Use	Number of customer complaints received regarding product performance or consistency 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0 / 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0 / 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0/	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0/	
	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100% / 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100 % / 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100%	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100%	
	% of returned product batches due to quality defects or performance issues 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 / 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 / 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0/	% of returned product batches due to quality defects or performance issues (Target / Actual) 0/	
	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100% / 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100 % / 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Product End of Life	% of industrial minerals & additives recycled after product use 0 %	% of industrial minerals & additives recycled after product use(Target / Actual) 5% / 0%	% of industrial minerals & additives recycled after product use (Target / Actual) 10% / 0 %	% of industrial minerals & additives recycled after product use(Target / Actual) 12%	% of industrial minerals & additives recycled after product use(Target / Actual) 20%	
	% of specialty chemicals safely disposed or repurposed at end of life 0 %	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 2% / 0 %	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 3% / 0 %	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 5% /	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 10 %/	
	% of product packaging made from sustainable or recyclable materials 50 %	% of product packaging made from sustainable or recyclable materials (Target / Actual) 10 % / 12%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 15 % / 12%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 20% /	% of product packaging made from sustainable or recyclable materials (Target / Actual) 30% /	
	% of raw material recovery from expired or returned products 0%	% of raw material recovery from expired or returned products (Target / Actual) 1% / 0 %	% of raw material recovery from expired or returned products (Target / Actual) 1% / 0 %	% of raw material recovery from expired or returned products (Target / Actual) 1% /	% of raw material recovery from expired or returned productslife (Target / Actual) 1% /	
	% of product lines with end-of-life guidance or disposal instructions available to customers 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100% / 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100% / 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100%	
	Number of take-back or recovery programs for mineral-based or polymeric products 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 1 / 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 1 / 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 2 /	Number of take-back or recovery programs for mineral-based or polymeric products(Target / Actual) 5 /	



ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 95%	Percentage of recycled input material out of total materials consumed 95% / 95.5%	Percentage of recycled input material out of total materials consumed 95% / 96%	Percentage of recycled input material out of total materials consumed 100% /	Percentage of recycled input material out of total materials consumed 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 %/	% of Employees Trained Sustainable Sourcing of Raw material(Target / Actual) 70 %/	
	% of Sustainable Sourcing of Raw material (Target / Actual) 6.5%	% of Sustainable Sourcing of Raw material(Target / Actual) 10%/6.5%	% of Sustainable Sourcing of Raw material(Target / Actual) 15% / 6.5%	% of Sustainable Sourcing of Raw material(Target / Actual) 20%/	% of Sustainable Sourcing of Raw material(Target / Actual) 35%/	
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% /	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 5000 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 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% /	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100%	
Environmental service and advocacy	Number of workshops/training sessions held to educate consumers on sustainability. 1	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1 / 2	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1 / 3	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1/	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 2/	

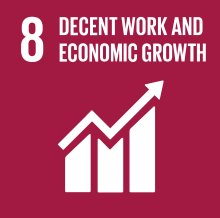


ENVIRONMENTAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Environmental service and advocacy	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 2	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 2 / 3	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 3 / 5	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 5 /	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 5 /	
	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 50%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20%/ 60%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20%/ 70%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target /Actual) 20%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target /Actual) 20%	
	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 1	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 2 / 2	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 3 / 2	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 4 /	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 10 /	
	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 1	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders(Target / Actual) 2 / 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders(Target / Actual) 2 / 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders(Target / Actual) 2 /	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders(Target / Actual) 5 /	
Training	% of buyers across all locations who have received training on sustainable procurement 50%	% of buyers across all locations who have received training on sustainable procurement(Target / Actual) 100% / 60%	% of buyers across all locations who have received training on sustainable procurement(Target / Actual) 100% / 70%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 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%	% of total workforce received training on environmental issues(Target / Actual) 100%	

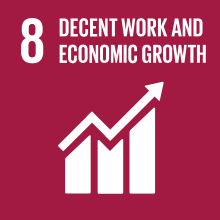


SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 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 /	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 /	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 /	Human Trafficking (%) (Target / Actual) 0 /	
	Attrition Ratio (%) (Target / Actual) 26.54%	Attrition Ratio (%) (Target / Actual) 1/27.08%	Attrition Ratio (%) (Target / Actual) 1 / 12.26%	Attrition Ratio (%) (Target / Actual) 1 /	Attrition Ratio (%) (Target / Actual) 1 /	
	Total Training Hours of employees (Target / Actual) 2146200	Total Training Hours of employees (Target / Actual) 2199855/1845440	Total Training Hours of employees (Target / Actual) 2253510/1687760	Total Training Hours of employees (Target / Actual) 2296434/	Total Training Hours of employees (Target / Actual) 2468130/	
	Total Training Hours per employee (Target / Actual) 2940	Total Training Hours per employee (Target / Actual) 3015/2528	Total Training Hours per employee (Target / Actual) 3087/2312	Total Training Hours per employee (Target / Actual) 3145/	Total Training Hours per employee (Target / Actual) 3381/	
	Average Salary above Minimum Wages (Rs.) 64683	Average Salary above Minimum Wages (Rs.) 66300/58936	Average Salary above Minimum Wages (Rs.) 67917/76251	Average Salary above Minimum Wages (Rs.) 69210 /	Average Salary above Minimum Wages (Rs.) 74385/	
	Pay ratio between the highest-paid person and the median employee (%) 3.82	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1/ 1:6.2	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1/ 1:06	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1 /	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1 /	
	Employees Above Living wage rules 100 %	Employees Above Living wage rule 100% /100%	Employees Above Living wage rules 100% /100 %	Employees Above Living wage rules 100% /	Employees Above Living wage rules 100% /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Employment	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%	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(%) 95% /	Hiring of Local People(%) 95% /	
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 0.5%/0%	Hiring of People with Disability (%) 0.5%/0%	Hiring of People with Disability (%) 0.0% /	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 (%) 0.5% /	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0.5% /	
	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable / Marginalized People in company (%) 2.0%/0%	Hiring of Vulnerable / Marginalized People in company (%) 2.0%/0%	Hiring of Vulnerable / Marginalized People in company (%) 2.0% /	Hiring of Vulnerable / Marginalized People in company (%) 2.0% /	
	% of your employees with disabilities feel included and supported in the workplace? 0%	% of your employees with disabilities feel included and supported in the workplace? 0.5%/0%	% of your employees with disabilities feel included and supported in the workplace? 0.5%/0%	% of your employees with disabilities feel included and supported in the workplace? 0.5%/	% of your employees with disabilities feel included and supported in the workplace? 0.5%/	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees 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 /	Lost time injury (LTI) frequency rate for direct workforce 0.00 /	
	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 /	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 /	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	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 /	# of Work-related Incidents 0 /	
	# of Fatal Incidents 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 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 /	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% /	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Health & Safety Incidents / Accidents	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% /	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100%	
	People Trained on Health & Safety (in Manhours) 735	People Trained on Health & Safety (in Manhours)(Target / Actual) 754/632	People Trained on Health & Safety (in Manhours)(Target / Actual) 771/578	People Trained on Health & Safety (in Manhours)(Target / Actual) 790/	People Trained on Health & Safety (in Manhours) (Target / Actual) 845/	
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% /	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% /	
	% 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% /	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 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% /	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Human Rights	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % /	Contractor's Workers in Agreement with Employee Code of Conduct (%) 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% /	% of the total workforce covered by formally-elected employee representatives (target / Actual) 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% /	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 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 /	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 0 /	
	# 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 /	# of Complaints reported on Sexual Harassment (Target / Actual) 0 /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Human Rights	# 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 /	# of Complaints reported on Discrimination (Internal)(Target / Actual) 0 /	
	# of Complaints reported on Discriminationby Suppliers 0	# of Complaints reported on Discriminationby Suppliers(Target / Actual) 0 / 0	# of Complaints reported on Discriminationby Suppliers(Target / Actual) 0/0	# of Complaints reported on Discriminationby Suppliers(Target / Actual) 0 /	# of Complaints reported on Discriminationby Suppliers(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 /	# 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 /	# 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 /	# 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 /	# of Complaints reported on Data Privacy / Security by Suppliers 0 /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Human Rights	# 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 /	# 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 /	# of Complaints reported on Data Privacy / Securityby Other Stakeholders 0 /	
	% 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 % /	% 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 % /	% 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 % /	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % /	
	% of people Trained on Human Rights 90 %	% of people Trained on Human Rights (Target / Actual) 100 % / 100%	% of people Trained on Human Rights (Target / Actual) 100 % / 100%	% of people Trained on Human Rights (Target / Actual) 100 %	% of people Trained on Human Rights (Target / Actual) 100 %	

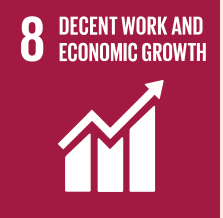


SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
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 % /	% 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) 735	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 753/632	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 771/578	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 790 /	People Trained on overall Career Management and Skill Development\ (Manhours)(Target / Actual) 84/	
	Awareness Session conducted on Career Management 06	Awareness Session conducted on Career Management(Target / Actual) 06/08	Awareness Session conducted on Career Management(Target / Actual) 05/10	Awareness Session conducted on Career Management(Target / Actual) 05 /	Awareness Session conducted on Career Management(Target / Actual) 05 /	
Gender Equality	Gender balance at Worker level (Women to Men %) 0.1361	Gender balance at Worker level (Women to Men %)(Target / Actual) 1/0.4747	Gender balance at Worker level (Women to Men %)(Target / Actual) 1/0	Gender balance at Worker level (Women to Men %)(Target / Actual) 1/	Gender balance at Worker level (Women to Men %) (Target / Actual) 1/	5 GENDER EQUALITY
	Gender balance at Executive level(Women to Men %) 1.49%	Gender balance at Executive level(Women to Men %)(Target / Actual) 10/1.58%	Gender balance at Executive level(Women to Men %)(Target / Actual) 10/7.28%	Gender balance at Executive level(Women to Men %)(Target / Actual) 12% /	Gender balance at Executive level(Women to Men %)(Target / Actual) 15% /	
	Gender balance at Top / Key Manager level(Women to Men %) 0.54%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 1/0.47%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 1/1.03%	Gender balance at Top / Key Manager level(Women to Men %)(Target / Actual) 2 /	Gender balance at Top / Key Manager level(Women to Men %) (Target / Actual) 5 /	

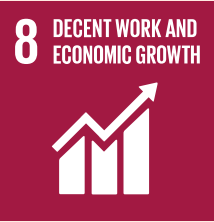


SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Gender Equality	Gender balance of Employees (Women to Men %) 2.18%	Gender balance of Employees((Women to Men %) (Target / Actual) 2/2%	Gender balance of Employees((Women to Men %) (Target / Actual) 2/3.1%	Gender balance of Employees((Women to Men %) (Target / Actual) 2% /	Gender balance of Employees((Women to Men %) (Target / Actual) 2% /	
	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 /	Average unadjusted gender pay gap(Woman to man %) (Target / Actual) 0 /	
	% of people Trained on Gender Equality 90 %	% 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 %	% of people Trained on Gender Equality(Target / Actual) 100 %	
Working Conditions	# of Hours Worked (Manhours) 2146200	# of Hours Worked (Manhours) 1845440	# of Hours Worked (Manhours) 1687760	# of Hours Worked (Manhours)	# 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% /	% of your plants and offices that were assessed 100% /	
	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 /	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 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 discrimination and harassment (Target / Actual) 100% /	



SOCIAL

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Working Conditions	% 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% /	% 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%/	% 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 /	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 s/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 ISO 45001(target / Actual) (%) 100% /	
	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 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% /	SMETA Certification 100% /	
Corporate Social Responsibility	Amount Spent on CSR(Lakhs) 158	Amount Spent on CSR(Lakhs) 162/275	Amount Spent on CSR(Lakhs) 165/247	Amount Spent on CSR(Lakhs) 169 /	Amount Spent on CSR(Lakhs) 181/	
	# of social initiatives at National and Local level 5	# of social initiatives at National and Local level 6/ 5	# of Social initiatives at National and Local level 7/ 5	# of Social initiatives at National and Local level 8 /	# of Social initiatives at National and Local level 8 /	



GOVERNANCE

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 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 /	# 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% /	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% /	
	% of people Trained on Anti-Corruption & Bribery 30%	% of people Trained on Anti-Corruption & Bribery(Target / Actual) 100% /50%	% of people Trained on Anti-Corruption & Bribery(Target / Actual) 100 % / 70%	People Trained on Anti-Corruption & Bribery (in Manhours) 100%/	People Trained on Anti-Corruption & Bribery (in Manhours) 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 /	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/	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 /	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% /	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% /	



GOVERNANCE

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Information Management	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% /	Data Retention Compliance: 100% /	
	User Complaints: 0	User Complaints: 0 / 0	User Complaints: 0 / 0	User Complaints: 0 /	User Complaints: 0 /	
Value Chain	Suppliers evaluated for ESG Performance (in %) 20%	Suppliers evaluated for ESG Performance(in %) 25% /30%	Suppliers evaluated for ESG Performance(in %) 40 % / 40%	Suppliers evaluated for ESG Performance(in %) 75 % /	Suppliers evaluated for ESG Performance(in %) 100 % /	
	Suppliers evaluated for CSR Reporting (Onsite) (in %) 0	Suppliers evaluated for CSR Reporting (Onsite)(in %) 25% / 25 %	Suppliers evaluated for CSR Reporting (Onsite)(in %) 40 % / 40%	Suppliers evaluated for CSR Reporting (Onsite)(in %) 75 % /	Suppliers evaluated for CSR Reporting (Onsite)(in %) 100 % /	
	Suppliers evaluated for CSR Assessment (in %) 20%	Suppliers evaluated for CSR Assessment (in %) 25 % / 30 %	Suppliers evaluated for CSR Assessment (in %) 40 % / 50%	Suppliers evaluated for CSR Assessment (in %) 75 %	Suppliers evaluated for CSR Assessment (in %) 75 %	
	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	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	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) 5% / 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 10% / 15%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 15% /	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 20% /	
	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 %	Suppliers in Agreement with company Policies(in %) 100 %	



GOVERNANCE

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 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 %	Suppliers in Agreement with company's Supplier Code of Conduct(in %) 100 %	
	Integration of sustainability clauses in supplier contracts 50 %	Integration of sustainability clauses in supplier contracts 60 % / 60 %	Integration of sustainability clauses in supplier contracts 70 % / 70%	Integration of sustainability clauses in supplier contracts 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 /	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 /	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 % /	% 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% /	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% /	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 % /	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % /	



GOVERNANCE

ESG Area	FY 2022-2023 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Target	FY 2028-29 Target	UN - SDGs
Ethics	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 /	Number of whistleblower reports received 0 /	
Customer Health and Safety	# 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 /	# complaints related to use of products (Target / Actual) 0 /	
	Conduct Customer safety training sessions of Customers 30%	Conduct Customer safety training sessions of Customers 40 %/ 40%	Conduct Customer safety training sessions of Customers 50 %/ 100 %	Conduct Customer safety training sessions of Customers 100 % /	Conduct Customer safety training sessions of Customers 100 % /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 30%	Customer Participation Rate in Sustainability Session / Meeting 40%/ 40%	Customer Participation Rate in Sustainability Session / Meeting 50 %/ 100 %	Customer Participation Rate in Sustainability Session / Meeting 100% /	Customer Participation Rate in Sustainability Session / Meeting 100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 10 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 30 %/ 30 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50 %/ 50 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% /	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% /	
	% 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 conditions 100% / 100%	% 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% /	
	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 /	Complaints registered on the violation of Collective Bargaining Agreement 0 /	



UNGC & SBTi Commitment

[GRI 2-22](#) | [GRI 2-23](#) | [GRI 2-25](#) | [GRI 3-3](#) | [GRI 302-1 to 302-5](#) | [GRI 305-1 to 305-5](#)

UNGC Participation Overview:

Novopur Advanced Science Private Limited is a participant in the United Nations Global Compact (UNGC), aligning its operations with the Ten Principles on human rights, labour, environment, and anti-corruption.



Science-Based Targets initiative (SBTi)

Novopur Advanced Science Private Limited is committed to the Science Based Targets initiative (SBTi) and is in the process of submitting its science-aligned GHG reduction targets for validation. The commitment covers Scope 1, Scope 2, and relevant Scope 3 emissions, supporting the Paris Agreement's 1.5 °C goal.

ACTION	COMMITMENT TYPE	STATUS	TARGET	SCOPE	TARGET CLASSIFICATION	BASE YEAR	TARGET YEAR	DATE PUBLISHED
Commitment	Standard	Active	-	-	-	-	-	2025-07-31



Certifications Coverage & External Assurance

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



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 8000:2014
social certification standard



ISO 50001:2018
Energy Management System



ISO 28000:2022
Security Management System in Supply Chain



ISO 37001:2016
Security Management System in Supply Chain

Annexure

Policies Summary

Category	Name of Policy Statement
Environmental	Energy Consumption and GHGs
Environmental	Water Management
Environmental	Air Pollution Control:
Environmental	Materials, Chemicals, and Waste Management
Environmental	Biodiversity Conservation
Environmental	Environmental Services and Advocacy
Environmental	Customer Health & Safety
Environmental	Product Use
Environmental	Product End-of-life
Social	Fair and Ethical Working Conditions
Social	Health, Safety & Well-being:
Social	Prevention of Discrimination, Harassment & Abuse
Social	Prevention of Child Labor, Forced Labor & Human Trafficking
Social	Career Growth & Employee Development
Social	Freedom of Association and Whistleblower Protection
Social	External Stakeholders Rights
Social	Compliance with Labor Laws and Standards



Category	Name of Policy Statement
Governance	Zero Tolerance for Corruption & Fraud
Governance	Whistleblower Protection
Governance	Conflict of Interest
Governance	Money Laundering
Governance	Anti-Competitive Practices
Governance	Confidential and Data Potential
Sustainable Procurement	Reducing Environmental Impact
Sustainable Procurement	Enhancing Circular Economy Practices
Sustainable Procurement	Sustainable Innovation
Sustainable Procurement	Social Practices

GRI INDEX

GRI Standard	Discloser	Page no.
2-1	Organization Details	04
2-2	Entities include in organization's sustainability report	05
2-3	Reporting period	04
2-4	Restatements of information	05
2-5	External Assurance	06
2-6	Activities, value chain and other business relationship	05
2-7	Employee	23-35
2-8	Workers who are not employees	23-35
2-9	Governance structure and composition	13
2-10	Nomination and selection of the highest governance body	30
2-11	Chair of the highest governance body	28
2-12	Role of the highest governance body in overseeing the management of impacts	06,51
2-15	Conflicts of interest	16
2-13	Delegation of responsibility for managing impacts	10,51
2-14	Role of the highest governance body in sustainability reporting	17
2-16	Communication of critical concerns	16,51
2-17	Collective knowledge of the highest governance body	32



GRI Standard	Discloser	Page no.
2-18	Evaluation of the performance of the highest governance body	35
2-19	Remuneration policies	40
2-20	Process to determine remuneration	19
2-21	Annual total compensation ratio	20
2-22	Statement on sustainable development strategy	06
2-23	Policy commitments	09,48,51
2-24	Embedding policy commitments	12,15,48,51
2-25	Processes to remediate negative impacts	18,48,51
2-26	Mechanisms for seeking advice and raising concerns	12,51
2-27	Compliance with laws and regulations	18
2-28	Membership associations	26
2-29	Approach to stakeholder engagement	06
2-30	Collective bargaining agreements	23,35,54
3-1	Process to determine material topics	08
3-2	List of material topics	08
3-3	Management of material topics	09
201-1	Direct economic value generated and distributed	--
201-2	Financial implications and other risks and opportunities due to climate change	--
201-3	Defined benefit plan obligations other retirement plans	--
201-4	Financial assistance received from government	--

GRI Standard	Discloser	Page no.
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	--
202-2	Proportion of Senior Management Hired From The Local Community	--
203-1	Infrastructure Investments And Services Supported	--
203-2	Significant Indirect Economic Impacts	--
204-1	Proportion Of Spending On Local Suppliers	-
205-1	Operations Assessed For Risks Related To Corruption	12,14,15
205-2	Communication And Training About Anti-Corruption Policies And Procedures	12,16
205-3	Confirmed Incidents Of Corruption And Actions Taken	12
206-1	Legal Actions For Anti-Competitive Behaviour, Antitrust, And Monopoly Practices	12
207-1	Approach To Tax	--
207-2	Tax Governance, Control, And Risk Management	--
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	--
301-1	Materials Used By Weight Or Volume	36
301-2	Recycled Input Materials Used	41
301-3	Reclaimed Products And Their Packaging Materials	-
302-1	Energy Consumption Within The Organization	28,30
302-2	Energy Consumption Outside Of The Organization	28,30
302-3	Energy Intensity	28,30



GRI Standard	Discloser	Page no.
302-4	Reduction Of Energy Consumption	28,30
302-5	Reductions In Energy Requirements Of Products And Services	28, 30 ,49-50
303-1	Interactions With Water As A Shared Resource	28,34,42
303-2	Management Of Water Discharge-Related Impacts	28,34,42
303-3	Water Withdrawal	28,34,42
303-4	Water Discharge	28,42
303-5	Water Consumption	28,42
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	28,44
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	28,44
304-3	Habitats Protected Or Restored	28,44
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	44
305-1	Direct (Scope 1) GHG Emissions	28,30, 49
305-2	Energy Indirect (Scope 2) GHG Emissions	28, 30, 49
305-3	Other Indirect (Scope 3) GHG Emissions	28, 30, 49
305-4	GHG Emissions Intensity	28, 30, 49
305-5	Reduction Of GHG Emissions	28, 30, 49
305-6	Emissions Of Ozone-Depleting Substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	28, 30, 55

GRI Standard	Discloser	Page no.
306-1	Waste generation and significant waste-related impacts	28,41
306-2	Management of significant waste-related impacts	28, 41
306-3	Waste generated	28, 33, 41
306-4	Waste diverted from disposal	28, 32, 41
306-5	Waste directed to disposal	28, 32, 41
308-1	New suppliers that were screened using environmental criteria	28,48
308-1	Negative environmental impacts in the supply chain and actions taken	28,48,51, 54
401-1	New employee hires and employee turnover	28, 29
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	17,19
401-3	Parental leave	28
402-1	Minimum notice periods regarding operational changes	28
403-1	Occupational health and safety management system	17,19
403-2	Hazard identification, risk assessment, and incident investigation	17,19
403-3	Occupational health services	17,19
403-4	Worker participation, consultation, and communication on occupational health and safety	17,19
403-5	Worker training on occupational health and safety	17,19
403-6	Promotion of worker health	17,19



GRI Standard	Discloser	Page no.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	17,19
403-8	Workers covered by an occupational health and safety management system	36,39
403-9	Work-related injuries	36,39
403-10	Work-related ill health	36, 39
404-1	Average hours of training per year per employee	21,54
404-2	Programs for upgrading employee skills and transition assistance programs	31, 32,54
404-3	Percentage of employees receiving regular performance and career development reviews	39,54
405-1	Diversity of governance bodies and employees	17
405-2	Ratio of basic salary and remuneration of women to men	23, 35
406-1	Incidents of discrimination and corrective actions taken	23, 35
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	22
408-1	Operations and suppliers at significant risk for incidents of child labour	17
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	17
410-1	Security personnel trained in human rights policies or procedures	-
411-1	Incidents of violations involving rights of indigenous peoples	-

GRI Standard	Discloser	Page no.
413-1	Operations with local community engagement, impact assessments, and development programs	23,54
413-2	Operations with significant actual and potential negative impacts on local communities	-
414-1	New suppliers that were screened using social criteria	14,15,48, 51
414-2	Negative social impacts in the supply chain and actions taken	51
415-1	Political contributions	-
416-1	Assessment of the health and safety impacts of product and service categories	33,35
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	33,35
417-1	Requirements for product and service information and labelling	37
417-2	Incidents of non-compliance concerning product and service information and labelling	37
417-3	Incidents of non-compliance concerning marketing communications	37
418-1	Incidents of non-compliance concerning marketing communications	12



Novopor

advanced science...delivered



Flat No.402 &403, K.K.R Square, Road No.36 Kavuri Hills
500033 Hyderabad, Telangana India Hyderabad 500033, India



+91 70162 03565



praveen.v@novopor.com



www.novopor.com

Designed by : Growlity

