



**ESG KPI  
ROADMAP UPTO  
2030**



## ABOUT US

Founded in 1984, Efficient Plastech is a leading Indian manufacturer of high-quality plastic components and a premier partner to the global beauty, personal care, and pharmaceutical industries. The company specializes in premium cosmetic packaging solutions, precision injection molding, and custom mold development, supported by advanced R&D and innovative design capabilities.

With state-of-the-art manufacturing facilities across Virar, Haridwar, and Umargam, Efficient Plastech ensures the highest standards of quality and technical excellence. Driven by a commitment to sustainability, mono-material innovation, and long-term OEM partnerships, the company serves over 80 global brands, contributing to the evolution of modern packaging and sustainable industrial development.

In 2024, Efficient Plastech Pvt. Ltd. conducted a comprehensive materiality assessment in alignment with the Global Reporting Initiative (GRI) 2021 Standards to identify and prioritize the environmental, social, and governance (ESG) issues most relevant to its business operations and stakeholders. Building on this foundation, the Company further strengthened its approach by undertaking an updated materiality assessment in 2025 to reflect evolving stakeholder expectations, regulatory developments, and business priorities.

Based on the outcomes of these assessments, Efficient Plastech has established clear ESG Key Performance Indicators (KPIs) with defined targets extending through 2030, aligned with its long-term strategic vision and growth trajectory. These commitments are mapped to the United Nations Sustainable Development Goals (UN SDGs), reinforcing the Company's focus on measurable performance, responsible manufacturing, and sustained positive impact across its operations and value chain.

## Environmental (E)

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

## Social (S)

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

## Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

## RESPONSIBILITIES

**Environment and Safety Head:** Responsible for monitoring, reviewing, and updating Environmental KPIs on a monthly and quarterly basis, and ensuring timely and accurate reporting to the company's management.

**Human Resource Head:** Oversees the tracking, review, and periodic updating of Social and Governance KPIs, with consolidated updates prepared monthly and quarterly and shared with the management team.

**Procurement Head:** Accountable for reviewing, monitoring, and updating Sustainable Procurement KPIs on a monthly and quarterly basis, and submitting progress reports to the company's management.

## PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will be periodically reviewed to ensure continued alignment with our strategic objectives and operational priorities. These reviews will be conducted on a monthly and quarterly basis, enabling timely adjustments where necessary and reinforcing our commitment to achieving the defined targets.

Overall progress against the KPIs will be systematically monitored, with status updates reported to the relevant stakeholders. This structured monitoring mechanism provides a clear view of performance trends while highlighting areas requiring corrective actions or further improvement.

Our current review cycle is synchronized with our annual target completion deadlines, set for December 31, 2029, and December 31, 2030, respectively, for the calendar years 2029 and 2030. These deadlines serve as critical benchmarks for evaluating our year-long performance and strategic direction. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to maintain a trajectory of growth and success.

**SCOPE**

The data / information / KPI highlighted in this document is specific to below mentioned units of Efficient Plastech Private Limited.

<b>Sr. No.</b>	<b>Address</b>
1	Plot number 49, HDIL Industrial Park, Virar Ahmedabad Highway Road, Chandansar, Virar East, Taluka - Vasai, District - Palghar, State - Maharashtra - 401305
2	Plot number 64, Sector 8A, Sidcul, District - Haridwar, State - Uttarakhand
3	City Survey no. NA. 1615/A, Costal Highway, Village - Daheri Umbergaon, Taluka - Umbergaon, District - Valsad, State - Gujrat

## GUIDELINESS FOLLOWED

### 1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in **Accordance to the Global Reporting Initiative (GRI) Universal Standards 2021**, ensuring our sustainability metrics align with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.



#### 1. GRI Accordance Table for Environmental KPIs

GRI Standard	Indicator	Description
<b>GRI 305: Emissions</b>	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
<b>GRI 302: Energy</b>	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
<b>GRI 303: Water</b>	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
<b>GRI 306: Waste</b>	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
<b>GRI 301: Materials</b>	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.

<b>GRI 417: Marketing and Labelling</b>	417-1	Tracks customer participation in company-led recycling programs.
<b>GRI 304: Biodiversity</b>	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

## 2.GRI Accordance Table for Social KPIs

<b>GRI Standard</b>	<b>Indicator</b>	<b>Description</b>
<b>GRI 408: Child Labor</b>	408-1	Tracks incidents and risks of child labor across operations and suppliers.
<b>GRI 409: Forced Labor</b>	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
<b>GRI 401: Employment</b>	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
<b>GRI 404: Training and Education</b>	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
<b>GRI 202: Market Presence</b>	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
<b>GRI 403: Occupational Health and</b>	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.

<b>Safety</b>		
<b>GRI 412: Human Rights Assessments</b>	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
<b>GRI 406: Non-discrimination</b>	406-1	Tracks reported cases of discrimination and corrective actions taken.
<b>GRI 413: Local Communities</b>	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

### 3.GRI Accordance Table for Governance KPIs:

<b>GRI Standard</b>	<b>Indicator</b>	<b>Description</b>
<b>GRI 205: Anti-Corruption</b>	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
<b>GRI 418: Customer Privacy</b>	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
<b>GRI 308: Supplier Environmental Assessment</b>	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
<b>GRI 414: Supplier Social Assessment</b>	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
<b>GRI 416: Customer Health and Safety</b>	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.

<b>GRI 307: Environmental Compliance</b>	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
<b>GRI 404: Training and Education</b>	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

## 2) Green House Gas Protocol

In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth in accordance with the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework

for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.



### 3) United Nations Sustainable Development Goals (SDGs)

In alignment with global sustainability priorities, the company maps its ESG KPIs to the United Nations Sustainable Development Goals (SDGs). This mapping ensures that the Company's sustainability efforts contribute meaningfully to the internationally agreed framework for people, planet, and prosperity. The ESG KPIs outlined in this document are specifically linked to the following SDGs:

SDG 3 – Good Health and Well-Being (Health & Safety)

SDG 5 – Gender Equality (Gender Balance & Equal Pay)

SDG 6 – Clean Water and Sanitation (Water Consumption & Treatment)

SDG 8 – Decent Work and Economic Growth (Employment, Fair Wages & Labour Rights)

SDG 10 – Reduced Inequalities (Human Rights & Non-Discrimination)

SDG 12 – Responsible Consumption and Production (Waste, Sustainable Sourcing & Product LCA)

SDG 13 – Climate Action (GHG Emissions, Energy & Air Quality)


SDG 16 – Peace, Justice and Strong Institutions (Anti-Corruption & Ethical Practices)



SDG 17 – Partnerships for the Goals (Value Chain, CSR & Certifications)



By anchoring its KPIs to the SDGs, Efficient Plastech Private Limited demonstrates its commitment to being a responsible corporate citizen, contributing not only to its own long-term resilience but also to broader societal and environmental progress.

# ENVIRONMENTAL

ESG Area	2022 Baseline	2023 Reporting	2024 Reporting	2025 Reporting	2030 Target	UN - SDGs
<b>Greenhouse Gas (GHG) (Carbon Footprint or intensity)</b>	Total Scope 1 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 1 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 1 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 1 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 1 GHG Emissions (MTCO <sub>2</sub> e) 50% Reduction (Target)	
	<b>2.11</b>	<b>1.47</b>	<b>1.80</b>	<b>2.30</b>	<b>1.15/</b>	
	Total Scope 2 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 2 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 2 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 2 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 2 GHG Emissions (MTCO <sub>2</sub> e) 10% Reduction (Target)	
	<b>1,194.98</b>	<b>1,248.46</b>	<b>1,342.27</b>	<b>1,658.17</b>	<b>1,492.353 /</b>	
	Total Scope 3 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 3 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 3 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 3 GHG Emissions (MTCO <sub>2</sub> e)	Total Scope 3 GHG Emissions (MTCO <sub>2</sub> e) 10% Reduction (Target)	
<b>681.33</b>	<b>865.46</b>	<b>869.68</b>	<b>1,022.40</b>	<b>920.16/</b>		
Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Downstream GHG Emission (tCO <sub>2</sub> eq) 10% reduction (Target)	
<b>21.48</b>	<b>13.69</b>	<b>17.36</b>	<b>31.88</b>	<b>28.69/</b>		
Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq)	Scope 3 Upstream GHG Emission (tCO <sub>2</sub> eq) 10% Reduction (Target)	
<b>65.52</b>	<b>57.66</b>	<b>66.35</b>	<b>65.87</b>	<b>59.28/</b>		

	GHG Emission Intensity (Scope 1 + Scope 2) (Metric tonnes of CO2 equivalent) / tonne of Production <b>4.82</b>	GHG Emission Intensity (Scope 1 + Scope 2) (Metric tonnes of CO2 equivalent) / tonne of Production <b>2.89</b>	GHG Emission Intensity (Scope 1 + Scope 2) (Metric tonnes of CO2 equivalent) / tonne of Production <b>2.97</b>	GHG Emission Intensity (Scope 1 + Scope 2) (Metric tonnes of CO2 equivalent) / tonne of Production <b>3.49</b>	GHG Emission Intensity (Scope 1 + Scope 2) (Metric tonnes of CO2 equivalent) / tonne of Production (Target) 5% reduction <b>3.32/</b>	
	% of employees Trained on GHG Management <b>0%</b>	% of employees Trained on GHG Management <b>5%</b>	% of employees Trained on GHG Management <b>15%</b>	% of employees Trained on GHG Management <b>25%</b>	% of employees Trained on GHG Management (Target) <b>100%/</b>	
<b>Environmental Complaints</b>	Number of Complaints <b>0</b>	Number of Complaints <b>0</b>	Number of Complaints <b>0</b>	Number of Complaints <b>0</b>	Number of Complaints (Target) <b>0 /</b>	
<b>Environmental Certificate / Assessment</b>	Percentage of operational sites certified with ISO 14001 <b>50%</b>	Percentage of operational sites certified with ISO 14001 <b>50%</b>	Percentage of operational sites certified with ISO 14001 <b>33%</b>	Percentage of operational sites certified with ISO 14001 <b>33%</b>	Percentage of operational sites certified with ISO 14001 (Target) <b>100% /</b>	
	% of operational sites for an environmental risk assessment has been conducted <b>100%</b>	% of operational sites for an environmental risk assessment has been conducted <b>100%</b>	% of operational sites for an environmental risk assessment has been conducted <b>100%</b>	% of operational sites for an environmental risk assessment has been conducted <b>100%</b>	% of operational sites for an environmental risk assessment has been conducted (Target) <b>100% /</b>	

**Energy  
Consumptions**

Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh) (Target)
<b>16,69,499</b>	<b>17,23,635</b>	<b>18,68,026</b>	<b>23,35,449</b>	<b>1,586,024.05/</b>
Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh)	Total Renewable Energy Consumption (in kWh) (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>79,301.20/</b>
Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ) (Target)
<b>6010.19</b>	<b>6205.08</b>	<b>6724.89</b>	<b>8407.61</b>	<b>5709.68/</b>
Energy intensity per rupee of turnover (total energy consumed/ tonne of Production (GJ/number)	Energy intensity per rupee of turnover (total energy consumed/ tonne of Production (GJ/number)	Energy intensity per rupee of turnover (total energy consumed/ tonne of Production (GJ/number)	Energy intensity per rupee of turnover (total energy consumed/ tonne of Production (GJ/number)	Energy intensity per rupee of turnover (total energy consumed/ tonne of Production (GJ/number) (Target)
<b>24.23</b>	<b>14.36</b>	<b>14.87</b>	<b>17.70</b>	<b>16.81 /</b>
Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%) (Target)
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>5% /</b>
% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency	% of employees Trained on Energy Efficiency (Target)
<b>0%</b>	<b>25%</b>	<b>40%</b>	<b>60%</b>	<b>100%/</b>




**Water**

Total Water consumption (in KL)	Total Water consumption (in KL)	Total Water consumption (in KL)	Total Water consumption (in KL)	Total Water consumption (in KL) (Target)
<b>7,126.48</b>	<b>5,906.28</b>	<b>6,101.55</b>	<b>5,750.07</b>	<b>6,413.83/</b>
Total amount of water recycled and reused (in Cubic meters)	Total amount of water recycled and reused (in Cubic meters)	Total amount of water recycled and reused (in Cubic meters)	Total amount of water recycled and reused (in Cubic meters)	Total amount of water recycled and reused (in Cubic meters) (Target)
<b>0.277</b>	<b>0.274</b>	<b>0.29</b>	<b>0.30</b>	<b>0.33 /</b>
Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>To Be Declared /</b>
Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target)
<b>Not applicable, as the site operates under a Zero Liquid Discharge (ZLD) system with 100% water reused internally.</b>	<b>Not applicable, as the site operates under a Zero Liquid Discharge (ZLD) system with 100% water reused internally.</b>	<b>Not applicable, as the site operates under a Zero Liquid Discharge (ZLD) system with 100% water reused internally.</b>	<b>Not applicable, as the site operates under a Zero Liquid Discharge (ZLD) system with 100% water reused internally.</b>	<b>Not applicable, as the site operates under a Zero Liquid Discharge (ZLD) system with 100% water reused internally.</b>
Water Intensity (total water consumption (KL)/ tonne of Production)	Water Intensity (total water consumption (KL)/ tonne of Production)	Water Intensity (total water consumption (KL)/ tonne of Production)	Water Intensity (total water consumption (KL)/ tonne of Production)	Water Intensity (total water consumption (KL)/ tonne of Production) (Target)
<b>28.73</b>	<b>13.67</b>	<b>13.49</b>	<b>12.10 /</b>	<b>11.50 /</b>
Pollutants present in waste water Total Suspended Solids (milligram / Litre)	Pollutants present in waste water Total Suspended Solids (milligram / Litre)	Pollutants present in waste water Total Suspended Solids (milligram / Litre)	Pollutants present in waste water Total Suspended Solids (milligram / Litre)	Pollutants present in waste water Total Suspended Solids (milligram / Litre)



	(Limit / Result) <b>100 / 49</b>	(Limit / Result) <b>100 / 56</b>	(Limit / Result) <b>100/42</b>	(Limit / Result) <b>100/46</b>	(Limit / Result) <b>100/</b>	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <b>50 / 6.8</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <b>50 / 5.4</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <b>50 / 4.3</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <b>50 / 5.1</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) <b>50 /</b>	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <b>250 / 95</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <b>250 / 87</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <b>250/81</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <b>250/92</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <b>250/</b>	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <b>100 / 32</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <b>100 / 29</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <b>100/24.3</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <b>100/27.4</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <b>100/</b>	
	% of employee trained on Water Efficiency <b>70%</b>	% of employees trained on Water Efficiency <b>75%</b>	% of employees trained on Water Efficiency <b>75%</b>	% of employees trained on Water Efficiency <b>90% /</b>	% of employees trained on Water Efficiency (Target) <b>100% /</b>	



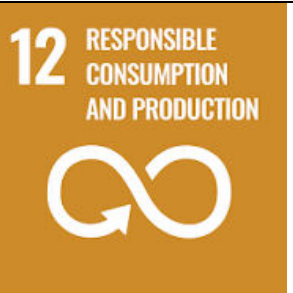
<b>Air Pollution</b>	Average SO <sub>2</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average SO <sub>2</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average SO <sub>2</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average SO <sub>2</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average SO <sub>2</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	
	<b>80 / 27.03</b>	<b>80 / 24.57</b>	<b>80 / 21.72</b>	<b>80 /25.56</b>	<b>80 /</b>	
	Average NO <sub>x</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average NO <sub>x</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average NO <sub>x</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average NO <sub>x</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	Average NO <sub>x</sub> (µg /Nm <sup>3</sup> ) (Limit /Result)	
	<b>80 / 38.40</b>	<b>80/30.37</b>	<b>80 /24.42</b>	<b>80 / 20.38</b>	<b>80 /</b>	
	Average PM <sub>10</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>10</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>10</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>10</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>10</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	
	<b>100/ 62.35</b>	<b>100/ 29.49</b>	<b>100 / 28.25</b>	<b>100 / 32.66</b>	<b>100 /</b>	
	Average PM <sub>2.5</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>2.5</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>2.5</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>2.5</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	Average PM <sub>2.5</sub> (µg /Nm <sup>3</sup> ) ambient air (Limit /Result)	
<b>60/ 32.14</b>	<b>60/19.34</b>	<b>60 /16.30</b>	<b>60 / 22.45</b>	<b>60 /</b>		
Average Ammonia (µg/M <sup>3</sup> ) (Limit /Result)	Average Ammonia (µg/M <sup>3</sup> ) (Limit /Result)	Average Ammonia (µg/M <sup>3</sup> ) (Limit /Result)	Average Ammonia (µg/M <sup>3</sup> ) (Limit /Result)	Average Ammonia (µg/M <sup>3</sup> ) (Limit /Result)		
<b>400/ 02.01</b>	<b>400 / 02.60</b>	<b>400 / 01.75</b>	<b>400 / 11.86</b>	<b>400 /</b>		
Total weight of air pollutants (Average) in (µg / Nm <sup>3</sup> )	Total weight of air pollutants (Average) in (µg / Nm <sup>3</sup> )	Total weight of air pollutants (Average) in (µg / Nm <sup>3</sup> )	Total weight of air pollutants (Average) in (µg / Nm <sup>3</sup> )	Total weight of air pollutants (Average) in (µg / Nm <sup>3</sup> ) (Target)		
<b>30/28.15</b>	<b>30/29.11</b>	<b>30/24.45</b>	<b>30/23.32</b>	<b>30 /</b>		

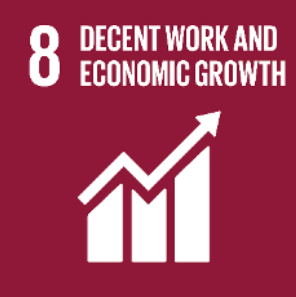
<b>Light</b>	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
<b>Noise</b>	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit /Result)
	<b>75/ 71.1</b>	<b>75/ 74.2</b>	<b>75 / 72.1</b>	<b>75 / 70.2</b>	<b>75 /</b>
	Night Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Night Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Night Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Night Time Noise Level dB (A) Leq Near Plant (Limit /Result)	Night Time Noise Level dB (A) Leq Near Plant (Limit /Result)
	<b>70/ 68.2</b>	<b>70 / 68.2</b>	<b>70 / 69.6</b>	<b>70 / 67.5</b>	<b>70 /</b>
<b>Biodiversity Conservation</b>	% of operational sites have undergone Biodiversity risk assessments	% of operational sites have undergone Biodiversity risk assessments	% of operational sites have undergone Biodiversity risk assessments	% of operational sites have undergone Biodiversity risk assessments	% of operational sites have undergone Biodiversity risk assessments (Target)
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>
	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>



<b>Waste Generation</b>	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes) (Target)
	<b>200.02</b>	<b>217.02</b>	<b>214.29</b>	<b>221.27</b>	<b>210.20 /</b>
	Total Hazardous Waste Generated (in Metric Tonnes)	Total Hazardous Waste Generated (in Metric Tonnes)	Total Hazardous Waste Generated (in Metric Tonnes)	Total Hazardous Waste Generated (in Metric Tonnes)	Total Hazardous Waste Generated (in Metric Tonnes) (Target)
	<b>0.020</b>	<b>0.020</b>	<b>0.044</b>	<b>0.020</b>	<b>0.018 /</b>
	Total non-Hazardous Waste Generated (in Metric Tonnes)	Total non-Hazardous Waste Generated (in Metric Tonnes)	Total non-Hazardous Waste Generated (in Metric Tonnes)	Total non-Hazardous Waste Generated (in Metric Tonnes)	Total non-Hazardous Waste Generated (in Metric Tonnes) (Target)
	<b>200</b>	<b>217.02</b>	<b>214.29</b>	<b>221.27</b>	<b>210.20/</b>
	Total weight Waste Re-used (in Metric Tonnes)	Total weight Waste Re-used (in Metric Tonnes)	Total weight Waste Re-used (in Metric Tonnes)	Total weight Waste Re-used (in Metric Tonnes)	Total weight Waste Re-used (in Metric Tonnes) (Target)
<b>20.621</b>	<b>5.352</b>	<b>22.959</b>	<b>43.69</b>	<b>25 /</b>	
% of recycled input material out of total materials consumed	% of recycled input material out of total materials consumed	% of recycled input material out of total materials consumed	% of recycled input material out of total materials consumed	% of recycled input material out of total materials consumed (Target)	
<b>65%</b>	<b>34%</b>	<b>54 %</b>	<b>50%</b>	<b>25%/</b>	
Percentage of total waste diverted from landfills (in %)	Percentage of total waste diverted from landfills (in %)	Percentage of total waste diverted from landfills (in %)	Percentage of total waste diverted from landfills (in %)	Percentage of total waste diverted from landfills (in %) (Target)	
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
<b>Product End of Life</b>	% of applicable products/packaging are managed in compliance with EPR regulations through authorized	% of applicable products/packaging are managed in compliance with EPR regulations through authorized	% of applicable products/packaging are managed in compliance with EPR regulations through authorized	% of applicable products/packaging are managed in compliance with EPR regulations through authorized	% of applicable products/packaging are managed in compliance with EPR regulations through authorized

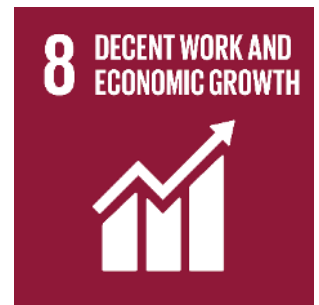


	collection and recycling channels. <b>20%</b>	collection and recycling channels. <b>20%</b>	collection and recycling channels. <b>20%</b>	collection and recycling channels. <b>20%</b>	collection and recycling channels. <b>20%</b>	
	Number of instances of EPR-related non-compliance during the reporting period. <b>1</b>	Number of instances of EPR-related non-compliance during the reporting period. <b>1</b>	Number of instances of EPR-related non-compliance during the reporting period. <b>1</b>	Number of instances of EPR-related non-compliance during the reporting period. <b>1</b>	Number of instances of EPR-related non-compliance during the reporting period. <b>1</b>	
	% of collected waste is recycled/co-processed through authorized recyclers. <b>100%</b>	% of collected waste is recycled/co-processed through authorized recyclers. <b>100%</b>	% of collected waste is recycled/co-processed through authorized recyclers. <b>100%</b>	% of collected waste is recycled/co-processed through authorized recyclers. <b>100%</b>	% of collected waste is recycled/co-processed through authorized recyclers. (Target) <b>100%/</b>	
<b>Sustainable Consumption</b>	% of Procurement staff Trained Sustainable Procurement <b>15%</b>	% of Procurement staff Trained Sustainable Procurement <b>55%</b>	% of Procurement staff Trained Sustainable Procurement <b>80%</b>	% of Procurement staff Trained Sustainable Procurement <b>90% /</b>	% of Procurement staff Trained Sustainable Procurement (Target) <b>100% /</b>	
	% of Sustainable Sourcing of Raw material <b>12%</b>	% of Sustainable Sourcing of Raw material <b>25%</b>	% of Sustainable Sourcing of Raw material <b>45%</b>	% of Sustainable Sourcing of Raw material <b>60% /</b>	% of Sustainable Sourcing of Raw material (Target) <b>95% /</b>	
	Number of environmental service and advocacy events organized <b>2</b>	Number of environmental service and advocacy events organized <b>3</b>	Number of environmental service and advocacy events organized <b>4</b>	Number of environmental service and advocacy events organized <b>5 /</b>	Number of environmental service and advocacy events organized (Target) <b>5 /</b>	
<b>Training</b>	% of total workforce received training on environmental issues <b>80%</b>	% of total workforce received training on environmental issues <b>90%</b>	% of total workforce received training on environmental issues <b>100%</b>	% of total workforce received training on environmental issues <b>100%</b>	% of total workforce received training on environmental issues (Target) <b>100% /</b>	

Social						
ESG Area	2022 Baseline	2023 Reporting	2024 Reporting	2025 Reporting	2030 Target	UN - SDGs
<b>Employment</b>	Number of child labor incidents within the organization	Number of child labor incidents within the organization	Number of child labor incidents within the organization	Number of child labor incidents within the organization	Number of child labor incidents within the organization (Target)	
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
	Number of forced labor incidents within the organization	Number of forced labor incidents within the organization	Number of forced labor incidents within the organization	Number of forced labor incidents within the organization	Number of forced labor incidents within the organization (Target)	
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
	Number of human trafficking incidents within the organization	Number of human trafficking incidents within the organization	Number of human trafficking incidents within the organization	Number of human trafficking incidents within the organization	Number of human trafficking incidents within the organization (Target)	
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation (Target)	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
Number of Risk Assessment conducted on Labor exploitation	Number of Risk assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation (Target)	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
Total Training Hours of	Total Training Hours of	Total Training Hours of	Total Training Hours of	Total Training Hours of	Total Training Hours of	

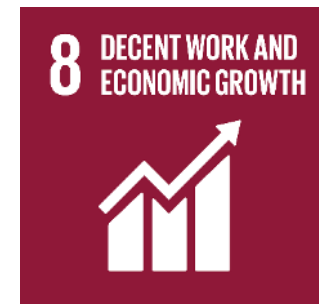
Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO's and other stakeholders for their knowledge and acknowledgement.

	employees <b>2940 mins</b>	employees <b>6813 mins</b>	employees <b>2940 mins</b>	employees <b>5290 mins</b>	employees (Target) <b>4500/</b>	
	Average Training Hours per employee <b>0.45</b>	Average Training Hours per employee <b>0.80</b>	Average Training Hours per employee <b>3.02</b>	Average Training Hours per employee <b>6.82</b>	Average Training Hours per employee (Target) <b>20/</b>	
	Employees Above Living wage rules <b>Data not available</b>	Employees Above Living wage rules <b>Data not available</b>	Employees Above Living wage rules <b>Data not available</b>	Employees Above Living wage rules <b>75%</b>	Employees Above Living wage rules (Target) <b>100% /</b>	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules <b>Data not available</b>	Subcontractor's Workers Covered under Minimum Wage / Living wage rules <b>Data not available</b>	Subcontractor's Workers Covered under Minimum Wage / Living wage rules <b>Data not available</b>	Subcontractor's Workers Covered under Minimum Wage / Living wage rules <b>93 %</b>	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Target) <b>0% /</b>	
	Percentage of Local People within the organization (%) <b>65%</b>	Percentage of Local People within the organization (%) <b>61%</b>	Percentage of Local People within the organization (%) <b>72%</b>	Percentage of Local People within the organization (%) <b>75%</b>	Percentage of Local People (%) (Target) <b>85% /</b>	
	Percentage of People with Disability within the organization (%) <b>0%</b>	Percentage of People with Disability within the organization (%) <b>0%</b>	Percentage of People with Disability within the organization (%) <b>0%</b>	Percentage of People with Disability within the organization (%) <b>0%</b>	Percentage of People with Disability within the organization (%) (Target) <b>3% /</b>	
<b>Health &amp; Safety Incidents / Accidents</b>	% of the total workforce represented in formal joint management-worker health & safety committees <b>3%</b>	% of the total workforce represented in formal joint management-worker health & safety committees <b>4.5%</b>	% of the total workforce represented in formal joint management-worker health & safety committees <b>7%</b>	% of the total workforce represented in formal joint management-worker health & safety committees <b>10%</b>	% of the total workforce represented in formal joint management-worker health & safety committees (Target) <b>10% /</b>	



**Health & Safety Incidents / Accidents**

Lost time injury (LTI) frequency rate for Employees <b>0</b>	Lost time injury (LTI) frequency rate for Employees <b>0</b>	Lost time injury (LTI) frequency rate for Employees <b>0</b>	Lost time injury (LTI) frequency rate for Employees <b>0</b>	Lost time injury (LTI) frequency rate for Employees (Target) <b>0 /</b>
Lost time injury (LTI) frequency rate for Subcontractor's Workers <b>0.00</b>	Lost time injury (LTI) frequency rate for Subcontractor's Workers <b>0.00</b>	Lost time injury (LTI) frequency rate for Subcontractor's Workers <b>0.00</b>	Lost time injury (LTI) frequency rate for Subcontractor's Workers <b>0.00</b>	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target) <b>0.00 /</b>
Numbers of Work-related Accidents <b>0</b>	Number of Work-related Accidents <b>0</b>	Number of Work-related Accidents <b>0</b>	Number of Work-related Accidents <b>0</b>	Number of Work-related Accidents (Target) <b>0 /</b>
Number of Fatal Incidents <b>0</b>	Number of Fatal Incidents <b>0</b>	Number of Fatal Incidents <b>0</b>	Number of Fatal Incidents <b>0</b>	Number of Fatal Incidents (Target) <b>0 /</b>
Number of days lost to work-related injuries, fatalities and ill health <b>0</b>	Number of days lost to work-related injuries, fatalities and ill health <b>0</b>	Number of days lost to work-related injuries, fatalities and ill health <b>0</b>	Number of days lost to work-related injuries, fatalities and ill health <b>0</b>	Number of days lost to work-related injuries, fatalities and ill health (Target) <b>0/</b>
% of operational sites for a health & safety risk assessment has been conducted <b>100%</b>	% of operational sites for a health & safety risk assessment has been conducted <b>100%</b>	% of operational sites for a health & safety risk assessment has been conducted <b>100%</b>	% of operational sites for a health & safety risk assessment has been conducted <b>100%</b>	% of operational sites for a health & safety risk assessment has been conducted (Target) <b>100% /</b>
% of employees Trained on Health & Safety <b>100%</b>	% of employees Trained on Health & Safety <b>100%</b>	% of employees Trained on Health & Safety <b>100%</b>	% of employees Trained on Health & Safety <b>100%</b>	% of employees Trained on Health & Safety (Target) <b>100%/</b>
Percentage of operational sites certified with ISO 45001 <b>50%</b>	Percentage of operational sites certified with ISO 45001 <b>50%</b>	Percentage of operational sites certified with ISO 45001 <b>50%</b>	Percentage of operational sites certified with ISO 45001 <b>33%</b>	Percentage of operational sites certified with ISO 45001 (Target) <b>100% /</b>



**Human Rights**

% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>
Percentage of operational sites assessed for human rights impact assessment (in %)	Percentage of operational sites assessed for human rights impact assessment (in %)	Percentage of operational sites assessed for human rights impact assessment (in %)	Percentage of operational sites assessed for human rights impact assessment (in %)	Percentage of operational sites assessed for human rights impact assessment (in %) (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>
% of employees paid below living wage	% of employees paid below living wage	% of employees paid below living wage	% of employees paid below living wage	% of employees paid below living wage, (Target)
<b>Data not available</b>	<b>Data not available</b>	<b>Data not available</b>	<b>0%</b>	<b>0%/</b>
% of direct employees, individual contractors and dispatched workers paid below living wage	% of direct employees, individual contractors and dispatched workers paid below living wage	% of direct employees, individual contractors and dispatched workers paid below living wage	% of direct employees, individual contractors and dispatched workers paid below living wage	% of direct employees, individual contractors and dispatched workers paid below living wage (Target)
<b>Data not available</b>	<b>Data not available</b>	<b>Data not available</b>	<b>81%</b>	<b>0%/</b>
% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target)
<b>Data not available</b>	<b>Data not available</b>	<b>Data not available</b>	<b>52%</b>	<b>0%/</b>
# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>



**Human Rights**

Numbers of Complaints reported on Sexual Harassment	Numbers of Complaints reported on Sexual Harassment	Numbers of Complaints reported on Sexual Harassment	Numbers of Complaints reported on Sexual Harassment	Numbers of Complaints reported on Sexual Harassment (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Discrimination (Internal)	Numbers of Complaints reported on Discrimination (Internal)	Numbers of Complaints reported on Discrimination (Internal)	Numbers of Complaints reported on Discrimination (Internal)	Numbers of Complaints reported on Discrimination (Internal) (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Discrimination by Suppliers	Numbers of Complaints reported on Discrimination by Suppliers	Numbers of Complaints reported on Discrimination by Suppliers	Numbers of Complaints reported on Discrimination by Suppliers	Numbers of Complaints reported on Discrimination by Suppliers (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Discrimination by Customers	Numbers of Complaints reported on Discrimination by Customers	Numbers of Complaints reported on Discrimination by Customers	Numbers of Complaints reported on Discrimination by Customers	Numbers of Complaints reported on Discrimination by Customers (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Discrimination by Other Stakeholders	Numbers of Complaints reported on Discrimination by Other Stakeholders	Numbers of Complaints reported on Discrimination by Other Stakeholders	Numbers of Complaints reported on Discrimination by Other Stakeholders	Numbers of Complaints reported on Discrimination by Other Stakeholders (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Data Privacy / Security (Internal)	Numbers of Complaints reported on Data Privacy / Security (Internal)	Numbers of Complaints reported on Data Privacy / Security (Internal)	Numbers of Complaints reported on Data Privacy / Security (Internal)	Numbers of Complaints reported on Data Privacy / Security (Internal) (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>



**Human Rights**

Numbers of Complaints reported on Data Privacy / Security by Suppliers	Numbers of Complaints reported on Data Privacy / Security by Suppliers	Numbers of Complaints reported on Data Privacy / Security by Suppliers	Numbers of Complaints reported on Data Privacy / Security by Suppliers	Numbers of Complaints reported on Data Privacy / Security by Suppliers (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual	% of the annual total compensation for the highest paid individual, to the median annual (Target)
<b>29 %</b>	<b>26.7%</b>	<b>26%</b>	<b>25%</b>	<b>25% /</b>
Numbers of Complaints reported on Data Privacy / Security by Customers	Numbers of Complaints reported on Data Privacy / Security by Customers	Numbers of Complaints reported on Data Privacy / Security by Customers	Numbers of Complaints reported on Data Privacy / Security by Customers	Numbers of Complaints reported on Data Privacy / Security by Customers (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders	Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders	Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders	Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders	Numbers of Complaints reported on Data Privacy / Security by Other Stakeholders (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target)
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0% /</b>
% of employees Trained on Human Rights	% of employees Trained on Human Rights	% of employees Trained on Human Rights	% of employees Trained on Human Rights	% of employees Trained on Human Rights (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>
% of employees Trained on Career Management	% of employees Trained on Career Management	% of employees Trained on Career Management	% of employees Trained on Career Management	% of employees Trained on Career Management (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>



<b>Human Rights</b>	% of employees Trained on Skill Development <b>100%</b>	% of employees Trained on Skill Development <b>100%</b>	% of employees Trained on Skill Development <b>100%</b>	% of employees Trained on Skill Development <b>100%</b>	% of employees Trained on Skill Development (Target) <b>100% /</b>	
	% of employees received regular performance and career development reviews. <b>80%</b>	% of employees received regular performance and career development reviews <b>80%</b>	% of employees received regular performance and career development reviews <b>90%</b>	% of employees received regular performance and career development reviews <b>100%</b>	% of employees received regular performance and career development reviews (Target) <b>100%/</b>	
	Awareness Session conducted on Career Management <b>18</b>	Awareness Session conducted on Career Management <b>34</b>	Awareness Session conducted on Career Management <b>22</b>	Awareness Session conducted on Career Management <b>44</b>	Awareness Session conducted on Career Management (Target) <b>50 /</b>	
	External Human Rights Impact Reporting Compliance Count <b>100%</b>	External Human Rights Impact Reporting Compliance Count <b>100%</b>	External Human Rights Impact Reporting Compliance Count <b>100%</b>	External Human Rights Impact Reporting Compliance Count <b>100%</b>	External Human Rights Impact Reporting Compliance Count (Target) <b>100%/</b>	
<b>Gender Equality</b>	Gender balance at Worker level (Women to Men %) <b>12.7%</b>	Gender balance at Worker level (Women to Men %) <b>12.7%</b>	Gender balance at Worker level (Women to Men %) <b>14 %</b>	Gender balance at Worker level (Women to Men %) <b>38%</b>	Gender balance at Worker level (Women to Men %) (Target) <b>20% /</b>	
	Gender balance at top management level (Women to Men %) <b>0%</b>	Gender balance at top management level (Women to Men %) <b>25%</b>	Gender balance at top management level (Women to Men %) <b>33%</b>	Gender balance at top management level (Women to Men %) <b>33%</b>	Gender balance at top management level (Women to Men %) (Target) <b>33% /</b>	
	Gender balance at organization board (Women to Men %) <b>33%</b>	Gender balance at organization board (Women to Men %) <b>33%</b>	Gender balance at organization board (Women to Men %) <b>33%</b>	Gender balance at organization board (Women to Men %) <b>33%</b>	Gender balance at organization board (Women to Men %) (Target) <b>33% /</b>	
	Percentage of women	Percentage of women	Percentage of women	Percentage of women	Percentage of women	

**Gender Equality**

employed in the whole organization	employed in the whole organization	employed in the whole organization	employed in the whole organization	employed in the whole organization (Target)
<b>40%</b>	<b>38%</b>	<b>35%</b>	<b>22.7%</b>	<b>33% /</b>
Percentage of Minority Vulnerable/Marginalized People at Top Management level (%)	Percentage of Minority Vulnerable/Marginalized People at Top Management level (%)	Percentage of Minority Vulnerable/Marginalized People at Top Management level (%)	Percentage of Minority Vulnerable/Marginalized People at Top Management level (%)	Percentage of Minority Vulnerable/Marginalized People at Top Management level (%) (Target)
<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>2%</b>	<b>To Be Declared</b>
Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%) (Target)
<b>14%</b>	<b>14%</b>	<b>16%</b>	<b>17%</b>	<b>To Be Declared</b>
% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality (Target)
<b>70%</b>	<b>75%</b>	<b>75%</b>	<b>80%</b>	<b>90%/</b>
% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment (Target)
<b>50%</b>	<b>55%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>




	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment (Target)	
	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>5 /</b>	
<b>Working Conditions</b>	Numbers of Hours Worked (Manhours)	Numbers of Hours Worked (Manhours)	Numbers of Hours Worked (Manhours)	Numbers of Hours Worked (Manhours)	Numbers of Hours Worked (Manhours)	
	<b>Not Available</b>	<b>357600</b>	<b>348000</b>	<b>357600</b>	<b>—</b>	
	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups (Target)	
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan	% of employees covered by health care plan (Target)	
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed (Target)		
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>		
Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification (Target)	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>		



	% of employees covered in awareness program	% of employees covered in awareness program	% of employees covered in awareness program	% of employees covered in awareness program	% of employees covered in awareness program (Target)	
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles (Target)	
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
<b>Corporate Social Responsibility</b>	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level (Target)	
	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>5 /</b>	

## Governance

ESG Area	2022 Baseline	2023 Reporting	2024 Reporting	2025 Reporting	2030 Target	UN - SDGs
<b>Anti-Corruption &amp; Bribery</b>	Numbers of Complaints reported on Corruption & Bribery <b>0</b>	Numbers of Complaints reported on Corruption & Bribery <b>0</b>	Numbers of Complaints reported on Corruption & Bribery <b>0</b>	Numbers of Complaints reported on Corruption & Bribery <b>0</b>	Numbers of Complaints reported on Corruption & Bribery (Target) <b>0 /</b>	
	% of employees Trained on Anti-Corruption & Bribery <b>100%</b>	% of employees Trained on Anti-Corruption & Bribery <b>100%</b>	% of employees Trained on Anti-Corruption & Bribery <b>100%</b>	% of employees Trained on Anti-Corruption & Bribery <b>100%</b>	% of employees Trained on Anti-Corruption & Bribery (Target) <b>100%/</b>	
	Numbers of confirmed corruption incidents <b>0</b>	Numbers of confirmed corruption incidents <b>0</b>	Numbers of confirmed corruption incidents <b>0</b>	Numbers of confirmed corruption incidents <b>0</b>	Numbers of confirmed corruption incidents (Target) <b>0 /</b>	
	Percentage of trading partners covered by a due diligence process on corruption <b>100%</b>	Percentage of trading partners covered by a due diligence process on corruption <b>100%</b>	Percentage of trading partners covered by a due diligence process on corruption <b>100%</b>	Percentage of trading partners covered by a due diligence process on corruption <b>100%</b>	Percentage of trading partners covered by a due diligence process on corruption (Target) <b>100% /</b>	
	Percentage of operational sites certified with ISO 37001 <b>0%</b>	Percentage of operational sites certified with ISO 37001 <b>0%</b>	Percentage of operational sites certified with ISO 37001 <b>0%</b>	Percentage of operational sites certified with ISO 37001 <b>0%</b>	Percentage of operational sites certified with ISO 37001 (Target) <b>To Be Declared</b>	

Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO's and other stakeholders for their knowledge and acknowledgement.

<b>Information Management</b>	Numbers of Complaints reported on Information Security Breach	Numbers of Complaints reported on Information Security Breach	Numbers of Complaints reported on Information Security Breach	Numbers of Complaints reported on Information Security Breach	Numbers of Complaints reported on Information Security Breach (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013	Percentage of operational sites certified with information security management system (ISMS) – ISO 27001:2013 (Target)
	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>To Be Declared /</b>
	Numbers of confirmed Information Security breach incidents	Numbers of confirmed Information Security breach incidents	Numbers of confirmed Information Security breach incidents	Numbers of confirmed Information Security breach incidents	Numbers of confirmed Information Security breach incidents (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints: (Target)	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>	
Percentage of trading partners covered by a due diligence process on Information security	Percentage of trading partners covered by a due diligence process on information security	Percentage of trading partners covered by a due diligence process on Information security	Percentage of trading partners covered by a due diligence process on Information security	Percentage of trading partners covered by a due diligence process on Information security (Target)	
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	



**Value Chain**

% of strategic suppliers evaluated for Sustainability (ESG) (on-site)	% of strategic suppliers evaluated for Sustainability (ESG) (on-site)	% of strategic suppliers evaluated for Sustainability (ESG) (on-site)	% of strategic suppliers evaluated for Sustainability (ESG) (on-site)	% of strategic suppliers evaluated for Sustainability (ESG) (on-site) (Target)
<b>0%</b>	<b>5%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
% of strategic suppliers evaluated for Sustainability (ESG) assessment	% of strategic suppliers evaluated for Sustainability (ESG) assessment	% of strategic suppliers evaluated for Sustainability (ESG) assessment	% of strategic suppliers evaluated for Sustainability (ESG) assessment	% of strategic suppliers evaluated for Sustainability (ESG) assessment (Target)
<b>56%</b>	<b>63%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
Number of human rights audits conducted on external stakeholders	Number of human rights audits conducted on external stakeholders	Number of human rights audits conducted on external stakeholders	Number of human rights audits conducted on external stakeholders	Number of human rights audits conducted on external stakeholders (Target)
<b>4</b>	<b>5</b>	<b>12</b>	<b>13</b>	<b>2 /</b>
% of strategic suppliers evaluated for human rights compliance	% of strategic suppliers evaluated for human rights compliance	% of strategic suppliers evaluated for human rights compliance	% of strategic suppliers evaluated for human rights compliance	% of strategic suppliers evaluated for human rights compliance (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier (Target)
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0/</b>
Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %) (Target)
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>



<b>Value Chain</b>	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target)
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>
	Integration of sustainability (ESG) clauses in supplier contracts (In %)	Integration of sustainability (ESG) clauses in supplier contracts (In %)	Integration of sustainability (ESG) clauses in supplier contracts (In %)	Integration of sustainability (ESG) clauses in supplier contracts (In %)	Integration of sustainability (ESG) clauses in supplier contracts (In %) (Target)
	<b>57%</b>	<b>66%</b>	<b>67%</b>	<b>90%</b>	<b>100% /</b>
	Avg Number of Non-Conformities Found per supplier (Target)	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues (Target)	
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100% /</b>	
Percentage of audited /assessed suppliers engaged in corrective actions or capacity building	Percentage of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage of audited /assessed suppliers engaged in corrective actions or capacity building	Percentage of audited /assessed suppliers engaged in corrective actions or capacity building	Percentage of audited /assessed suppliers engaged in corrective actions or capacity building (Target)	
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0% /</b>	



<b>Anti-Competitive Practice</b>	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising: (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>
	% departments covered under Internal Audit	% departments covered under Internal Audit	% departments covered under Internal Audit	% departments covered under Internal Audit	% departments covered under Internal Audit (Target)
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100 %</b>	<b>100 %/</b>
<b>Ethics</b>	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%) (Target)
	<b>90%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate) (Target)
	<b>100%</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>100%/</b>
	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure (Target)
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0 /</b>



<b>Customer Health and Safety</b>	Customer complaint rate related to health & safety (No. of complaints / total orders) <b>0</b>	Customer complaint rate related to health & safety (No. of complaints / total orders) <b>0</b>	Customer complaint rate related to health & safety (No. of complaints / total orders) <b>0</b>	Customer complaint rate related to health & safety (No. of complaints / total orders) <b>0</b>	Customer complaint rate related to health & safety (No. of complaints / total orders) <b>0 /</b>
	% of new products/process changes undergoing formal risk assessment before approval <b>0</b>	% of new products/process changes undergoing formal risk assessment before approval <b>0</b>	% of new products/process changes undergoing formal risk assessment before approval <b>0</b>	% of new products/process changes undergoing formal risk assessment before approval <b>0</b>	% of new products/process changes undergoing formal risk assessment before approval <b>0 /</b>
	Product recall response time (from complaint to action initiation) Target: ≤ 24 hours <b>16hr</b>	Product recall response time (from complaint to action initiation) Target: ≤ 24 hours <b>16hr</b>	Product recall response time (from complaint to action initiation) Target: ≤ 24 hours <b>16hr</b>	Product recall response time (from complaint to action initiation) Target: ≤ 24 hours <b>16hr</b>	Product recall response time (from complaint to action initiation) Target: ≤ 24 hours <b>16hr /</b>
<b>Social Dialogue</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0%</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0%</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0%</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>100%</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>100% /</b>
	% of the total workforce covered by formal collective agreements <b>100%</b>	% of the total workforce covered by formal collective agreements <b>100%</b>	% of the total workforce covered by formal collective agreements <b>100%</b>	% of the total workforce covered by formal collective agreements <b>100%</b>	% of the total workforce covered by formal collective agreements (Target) <b>100% /</b>
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting <b>0%</b>	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting <b>2%</b>	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting <b>10%</b>	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting <b>15%</b>	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target) <b>15%/</b>
	Complaints registered on the violation of Collective Bargaining Agreement <b>0</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0</b>	Complaints registered on the violation of Collective Bargaining Agreement <b>0 /</b>

