



ESG KPI ROADMAP UPTO 2029-30



➤ Message from Vice President

At Harisons Industrial Products Inc., sustainability is a core part of our business philosophy and long-term growth strategy. Over the past several decades, we have grown into a trusted global partner in casting and engineering solutions, serving customers across multiple international markets. Our commitment has always been to deliver high-quality products while operating responsibly and creating long-term value for our stakeholders. We recognize that responsible manufacturing is essential for the future of our industry and our planet.

Therefore, we continue to strengthen our environmental and social practices by improving operational efficiency, promoting ethical business conduct, ensuring a safe workplace for our employees, and supporting sustainable supply chain practices.

I am proud to share that in 2024, Harisons Industrial Products Inc, was awarded the **Silver Medal in the EcoVadis Sustainability Assessment**, reflecting our strong performance and commitment to continuous improvement in sustainability, ethics, labor practices, and environmental management.

Our progress is driven by the dedication of our employees, the trust of our customers, and the strength of our values. As we move forward, we remain committed to integrating sustainability into our strategy, enhancing transparency, and contributing positively to society and the environment.

On behalf of the leadership team, I thank all our stakeholders for their continued trust and support.

Sincerely,

Ashok Shah (Vice President)

Harisons Industrial Products Inc.



➤ About Us

Harisons Industrial Products Inc. is a global engineering and manufacturing group specializing in high-quality casting, machining, fabrication, coating, warehousing, and logistics solutions. Established in the late 1960s and headquartered in New Jersey, USA, Harisons has grown into a trusted partner providing end-to-end sourcing and supply chain solutions to customers worldwide.

With over 50 years of experience, the Harisons Group operates more than 12 advanced foundries, machine shops, and warehousing facilities across India and the United States, supported by a workforce of over 870 employees. The Group produces a wide range of iron, steel, and non-ferrous castings, along with precision-machined and fabricated engineering components serving global industrial customers.

Vision

To be a globally trusted engineering and manufacturing partner, delivering high-quality products while building a sustainable and responsible future.

Mission

To provide reliable, innovative, and cost-effective engineering solutions through integrated manufacturing, advanced technology, and efficient global supply chain capabilities, while maintaining strong environmental, ethical, and operational standards.

Core Business and Services

Harisons provides integrated, end-to-end engineering and supply chain solutions, including:

- Casting of iron, steel, and non-ferrous components

- Precision machining with advanced CNC capabilities
- Specialized industrial coating solutions
- Global warehousing, inventory management, and distribution
- End-to-end global logistics and sourcing support

Industries Served

Harisons supports a diverse range of industries, including water distribution, railways, mining, cement, oil & gas, power generation, chemical processing, fire protection, material handling, and general engineering sectors.

Sustainability Commitment

Harisons integrates sustainability into its operations by focusing on responsible manufacturing, operational efficiency, ethical business practices, and long-term value creation for stakeholders. The company continues to strengthen its environmental and social performance as part of its commitment to sustainable industrial growth.

Our Operations

This KPI roadmap ensures 100% coverage of all locations and subsidiaries of Harisons Industrial Products Inc.

Sr. No.	Name of Site	Address
1	USA	731 Grove Ave 08820 Edison, New Jersey United States of America.
2	INDIA	Near Talav Rania Sakaarda Savli Road, Vadodara, Gujarat, India – 391350
3	INDIA	159, dhanora, Vadodara, Gujarat, India – 391243

➤ About This Report

Organizational Details

We, Harisons Industrial Products Inc. (hereinafter referred to as “Harisons”, “the Company”, “we”, “us”, or “our”), are pleased to present our Annual Sustainability Report for FY 2024. This report reflects our continued commitment to Environmental, Social, and Governance (ESG) principles and our approach toward responsible manufacturing and sustainable business growth.

This year’s report is guided by the theme: “Sustainable Growth with Responsibility,” which reflects our focus on ethical business practices, environmental stewardship, operational excellence, and long-term value creation for our stakeholders.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. Through this report, we aim to provide transparent disclosure of our sustainability strategy, performance, key initiatives, and our ongoing efforts toward continuous improvement.

Reporting Period, Frequency, and Contact Point

The information and performance data presented in this report cover the period from 01 April 2023, to November 30, 2025.

This report is published on an annual basis and provides an overview of Harisons’ business operations, sustainability approach, governance practices, environmental and social performance, and future commitments.

For further information regarding this report, please contact:

Forward-Looking Statement

This Sustainability Report contains forward-looking statements regarding the future sustainability goals, strategies, risks, opportunities, and expectations of Harisons Industrial Products Inc. These statements are based on current assumptions, evaluations, and information available to the Company at the time of publication.

Sustainability Team

Harisons Industrial Products Inc.

✉ sustainability@harisonscasting.com



➤ Sustainability Approach

Our Philosophy

At Harisons Industrial Products Inc., sustainability is an integral part of how we operate and grow. We believe that responsible manufacturing, ethical business practices, and respect for people and the environment are essential for long term value creation. Our approach focuses on continuously improving operational efficiency while ensuring that our products and processes contribute positively to society and the environment.



Integration into Business

- **Environment:** We strive to minimize our environmental footprint through responsible resource management, energy efficiency initiatives, waste reduction practices, and improved process optimization across our manufacturing and operational facilities.
- **People:** Our employees are at the core of our success. We are committed to maintaining a safe, inclusive, and respectful workplace by promoting health and safety, supporting employee wellbeing, and providing opportunities for training and professional development.
- **Ethics & Governance:** Strong governance and ethical conduct guide all our operations. We maintain strict standards related to business integrity, responsible decision making, data protection, and regulatory compliance.

- **Responsible Supply Chain:** We collaborate with suppliers and partners to strengthen responsible sourcing practices and encourage adherence to environmental, social, and ethical standards across our supply chain.
- **Quality & Customer Commitment:** We ensure that our products meet rigorous quality standards while supporting our customers with reliable engineering and manufacturing solutions that align with evolving sustainability expectations.

Recognition

Our sustainability efforts were recognized in 2024 when Harisons achieved the EcoVadis Silver Medal, a globally recognized assessment that evaluates companies across environmental, labor and human rights, ethics, and sustainable procurement practices. This recognition motivates us to further strengthen our sustainability performance and continue advancing responsible industrial growth.

➤ Governance & Policies

Our sustainability framework is supported by four core policies that shape our decision making, operational practices, and stakeholder engagement. These policies are integrated across our business functions and are periodically reviewed to maintain their relevance, effectiveness, and alignment with applicable regulations and standards.

→ Environmental Policy

We are committed to minimizing our environmental footprint by:

- Measuring and working to reduce GHG emissions and air pollutants associated with our operations.
- Preventing air pollution by monitoring potential emission sources and adopting responsible operational practices to minimize particulate matter, fumes, and other air pollutants.
- Implementing technologies and operational improvements that enhance energy, water, material, and chemical efficiency.
- Practicing waste segregation, recycling, and responsible waste disposal to minimize environmental impact.
- Conducting biodiversity and environmental impact considerations where relevant to operational activities.
- Performing product lifecycle assessments to better understand and reduce environmental impacts across the value chain.
- Ensuring customer health and safety by maintaining strict quality standards and responsible product practices.

- Supporting environmental awareness, advocacy, and responsible industrial practices across our operations and stakeholder engagements.
- Maintaining compliance with applicable environmental legislation, regulations, and industry standards in all operational locations.

→ Social Policy

We uphold the highest standards of labor rights by ensuring:

- Promoting employee health, safety, and wellbeing through structured safety practices, preventive measures, and a supportive work environment.
- Ensuring fair and respectful working conditions in line with applicable labor laws and responsible employment practices.
- We are committed to progressively working towards paying a living wage and regularly reviewing compensation practices to support fair and adequate income for employees.
- Strengthening labor relations and employee engagement by encouraging open communication, feedback, and collaborative workplace culture.
- Supporting career development and skill upgradation through training programs, knowledge sharing, and professional growth opportunities.
- Upholding strict policies for eliminating child labor, forced labor, and human trafficking across our operations and supply chain.

- Fostering diversity, equity, and inclusion to create a workplace where individuals are treated with dignity and equal opportunity.
- Respecting the freedom of association and collective dialogue in accordance with applicable regulations.
- Encouraging community engagement and development through responsible initiatives that contribute to social wellbeing.
- Providing fair compensation and supporting living wage principles to promote financial security and dignity for employees.

→ **Ethics Policy**

We conduct business with integrity by adhering to:

- Enforcing a zero tolerance approach toward corruption and bribery, ensuring ethical conduct across all business activities.
- Managing and preventing conflicts of interest to maintain transparency and impartial decision making.
- Implementing controls and procedures for fraud prevention and financial integrity within our operations.
- Maintaining vigilance against money laundering and illicit financial practices through responsible governance and compliance measures.
- Promoting fair market behavior by preventing anti competitive practices and supporting transparent business relationships.

- Protecting sensitive business and stakeholder data through strong information security and data protection practices.
- Providing secure mechanisms for whistleblower reporting and protection, enabling employees and stakeholders to raise concerns without fear of retaliation.

→ Sustainable Procurement Policy

We believe sustainability extends beyond our operations into our supply chain. Our policy ensures:

- Integrating environmental sustainability considerations in procurement by encouraging resource efficient materials, responsible manufacturing practices, and reduced environmental impact across the supply chain.
- Promoting responsible labor practices in procurement, ensuring suppliers uphold fair working conditions, human rights, and ethical employment standards.
- Supporting the responsible sourcing of conflict minerals and encouraging suppliers to maintain transparency and due diligence in their sourcing practices.
- Encouraging innovation in sustainable product development by collaborating with suppliers and partners to identify materials, technologies, and processes that improve environmental and operational performance.

➤ Environmental Stewardship

At Harisons Industrial Products Inc., we recognize the importance of minimizing our environmental impact while supporting responsible industrial growth. Our environmental management approach focuses on improving operational efficiency, optimizing resource use, and strengthening environmental risk management across our manufacturing and operational activities.

- We work to improve energy efficiency and resource utilization across our production and machining processes.
- Initiatives are implemented to reduce waste generation and promote responsible waste management and recycling practices.
- Efforts are undertaken to optimize the use of raw materials, water, and other resources within our operations.
- Environmental risks associated with our activities are periodically assessed to support preventive and mitigation measures.
- Operational practices are designed to comply with applicable environmental regulations and industry standards.
- Emergency preparedness and response procedures are maintained to address potential environmental incidents.



These initiatives are guided by our environmental management practices and reflect our commitment to responsible manufacturing and continuous improvement in environmental performance.

➤ Social Responsibility

At Harisons Industrial Products Inc., our people are fundamental to our long term success. We are committed to fostering a workplace that promotes safety, respect, fairness, and continuous development across all our operations.

- We ensure fair and compliant employment practices in line with applicable labor laws and industry standards.
- Employee working hours, compensation practices, and workplace conditions are managed responsibly to promote fairness and transparency.
- Health and safety remain a top priority, supported by structured safety procedures, regular awareness programs, and preventive workplace practices.
- Training and development initiatives are conducted to enhance employee skills, strengthen operational capabilities, and promote awareness of responsible business practices.
- Engagement and communication with employees help foster a collaborative and accountable workplace culture.

These initiatives reflect our commitment to responsible labor practices and our efforts to maintain a safe, supportive, and productive working environment.



➤ Responsible Business Practices & Supply Chain

At Harisons Industrial Products Inc., we recognize that responsible business conduct extends beyond our internal operations to the broader value chain in which we operate.

- Our Sustainable Procurement Policy integrates environmental, social, and governance considerations into supplier selection and evaluation processes.
- We encourage suppliers to complete ESG self-assessments to improve transparency and understanding of sustainability practices across the supply chain.
- Supplier audits and reviews are conducted to monitor adherence to labor, environmental, ethical, and safety standards.
- Suppliers are engaged through awareness programs and capacity building initiatives related to sustainability and responsible sourcing.
- Clear procedures and safeguards are maintained to address cybersecurity and data protection risks within supply chain interactions.
- An ethics and anti-corruption risk management approach supports integrity, accountability, and responsible conduct throughout our supplier network.



Through these efforts, Harisons aims to strengthen transparency, resilience, and long term sustainability across its business relationships and global supply chain.

Key Performance Indicator Matrix

In the Period FY 23-2024, materiality analysis was carried out based on Global Reporting Initiative standard (GRI) 2021, to acknowledge and highlight key sustainability issues and based on that, the company have formulated its ESG KPI's up to financial Year 2029-30. It sets out clear targets to achieve our sustainable development ambitions. These targets are accordance with the UN Sustainable Development Goals (SDGs).

Environmental (E)

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

Social (S)

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

Governance (G)

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

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieving the set targets.

The cumulative progress against the KPIs will be meticulously evaluated, with subsequent statuses updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focus or adjustment.

The current review cycle is in accordance with our annual target completion deadline, set for **31st March 2030**, for the **Financial year 2029-30**. This deadline serves as a critical benchmark for evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.

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.



Environmental KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.

GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

Social KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.

GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

Governance KPIs in accordance to GRI:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.

GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol

In accordance our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by 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 changes.



ENVIRONMENTAL

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance (Apr 25 to Nov 25)	FY 2029-30 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq) 54.07	Scope 1 GHG (tCO ₂ eq) 55.95	Scope 1 GHG (tCO ₂ eq) 48.70	Scope 1 GHG (tCO ₂ eq) 77.93	Scope 1 GHG (tCO ₂ eq) 25% Reduction (Targets) 40.55 /	
	Scope 2 GHG (tCO ₂ eq) 72.92	Scope 2 GHG (tCO ₂ eq) 117.18	Scope 2 GHG (tCO ₂ eq) 130.86	Scope 2 GHG (tCO ₂ eq) 209.38	Scope 2 GHG (tCO ₂ eq) 25% Reduction (Targets) 54.69 /	
	Scope 3 GHG (tCO ₂ eq) 7,597.11	Scope 3 GHG (tCO ₂ eq) 9,751.23	Scope 3 GHG (tCO ₂ eq) 10,723.60	Scope 3 GHG (tCO ₂ eq) 17,157.77	Scope 3 GHG (tCO ₂ eq) 25% Reduction (Targets) 5697.83 /	
	Scope 3 Downstream GHG Emission (tCO ₂ eq) 13.63	Scope 3 Downstream GHG Emission (tCO ₂ eq) 7.72	Scope 3 Downstream GHG Emission (tCO ₂ eq) 25.10	Scope 3 Downstream GHG Emission (tCO ₂ eq) 40.16	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Targets) 10.22 /	

	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq) (Targets)	
	73.66	87.69	87.72	140.35	66.29 /	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Targets)	
	0.58	0.54	0.52	0.48	0.44 /	
	People Trained on GHG (Manhours)	People Trained on GHG (Manhours)	# People Trained on GHG (Manhours)	# People Trained on GHG (Manhours)	People Trained on GHG (Manhours) (Targets)	
	150	270	422	462	500 /	
Environmental Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001 (Targets)	
	100%	100%	100%	100%	100% /	
	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted (Targets)	


	100%	100%	100%	100%	100% /	
Energy	Total Energy Consumption (in Kwh)	Total Energy Consumption (in Kwh)	Total Energy Consumption (in Kwh)	Total Energy Consumption (in Kwh)	Total Energy Consumption (in Kwh) (Targets)	
	1,20,000	1,92,830	1,80,000	2,88,000	90,000 /	
	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) (Targets)	
	0	408	462	462	500 /	
	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.) (Targets)	
	3.45	3.04	2.93	2.83	2.59 /	
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 (%) (Targets)		
0%	0.21%	2%	5%	30% /		
People Trained on Energy Efficiency (Manhours)	People Trained on Energy Efficiency (Manhours)	People Trained on Energy Efficiency (Manhours)	People Trained on Energy Efficiency (Manhours)	People Trained on Energy Efficiency (Manhours) (Targets)		
150	170	324	452	500 /		

Water	Total Water consumption (in Cubic Mtr / Year)	Total Water consumption (in Cubic Mtr / Year)	Total Water consumption (in Cubic Mtr / Year)	Total Water consumption (in Cubic Mtr / Year)	Total Water consumption (in Cubic Mtr / Year) (Targets)	
	14,400	18,200	17,500	28,000	10,800 /	
	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year) (Targets)	
	456.93	513.49	543.9	561.4	571.16 /	
	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) (Targets)	
	50	14	21	26	27 /	
Water Intensity (Water consumed KL / Product Produced MT.)	Water Intensity (Water consumed KL / Product Produced MT.)	Water Intensity (Water consumed KL / Product Produced MT.)	Water Intensity (Water consumed KL / Product Produced MT.)	Water Intensity (Water consumed KL / Product Produced MT.) (Targets)		
3.6	3.19	2.8	2.7	2.2 /		
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)		
100/26.375	100/15.5	100/15.3	100/15.2	100/		


Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50/14.49	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50/10	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /11.11	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50/10.11	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /	
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250/71.93	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250/40	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250/39.56	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250/41.23	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /	
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/18.58	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/18	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/17.5	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/17.02	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	
People Trained on Water Efficiency (Manhours) 250/150	People Trained on Water Efficiency (Manhours) 250/200	People Trained on Water Efficiency (Manhours) 300/310	People Trained on Water Efficiency (Manhours) 350/352	People Trained on Water Efficiency (Manhours) (Targets) 450 /	

Air Pollution	SO2 (mg /Nm3) (Limit /Result)	SO2 (mg /Nm3) (Limit /Result)	SO2 (mg /Nm3) (Limit /Result)	SO2 (mg /Nm3) (Limit /Result)	SO2 (mg /Nm3) (Limit /Result)	
	40/13.49	40/12	40/11.9	40/10.7	40 /	
	NOx (mg /Nm3) (Limit /Result)	NOx (mg /Nm3) (Limit /Result)	NOx (mg /Nm3) (Limit /Result)	NOx (mg /Nm3) (Limit /Result)	NOx (mg /Nm3) (Limit /Result)	
	25/24.36	25/22.18	25/20	25/20.1	25 /	
	PM ₁₀ (mg/M ³) ambient air (Limit /Result)	PM ₁₀ (mg/M ³) ambient air (Limit /Result)	PM ₁₀ (mg/M ³) ambient air (Limit /Result)	PM ₁₀ (mg/M ³) ambient air (Limit /Result)	PM ₁₀ (mg/M ³) ambient air (Limit /Result)	
	150/76.83	150/72	150/73.04	150/71.2	150 /	
	PM _{2.5} (mg/M ³) ambient air (Limit /Result)	PM _{2.5} (mg/M ³) ambient air (Limit /Result)	PM _{2.5} (mg/M ³) ambient air (Limit /Result)	PM _{2.5} (mg/M ³) ambient air (Limit /Result)	PM _{2.5} (mg/M ³) ambient air (Limit /Result)	
60/35.12	60/40	60/42.1	60/42.2	60 /		
Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)		
400/68	400/45	400/44	400/43	400 /		
Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)		
10.5/100	9.34/100	9.31/100	9.11/100	/100		
Weight of air pollutants (in kg)	Weight of air pollutants (in kg)	Weight of air pollutants (in kg)	Weight of air pollutants (in kg)	Weight of air pollutants (in kg) (Targets)		
0.228	0.200	0.171	0.161	0.128 /		

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.

Light	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 (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	72/75	70.12/75	69.20/75	70.50/75	/75	
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	68/70	65 / 70	64/70	65/70	/70	
Biodiversity Conservation	Number of native species supported	Number of native species supported	Number of native species supported	Number of native species supported	Number of native species supported (Targets)	
	0	0	1	1	1 /	
	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres) (Targets)	
	TBD	TBD	TBD	TBD	TBD /	
	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity (Targets)	
	0	0	0	0	0 /	

	% of total workforce received training on Biodiversity conservation 0	% of total workforce received training on Biodiversity conservation 91%	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation (Targets) 100% /	
	% of total department covered in Internal risk assessment Biodiversity 0	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity (Targets) 100% /	
	Number of Awareness session conducted on Biodiversity conservation 0	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 2	Number of Awareness session conducted on Biodiversity conservation (Targets) 5 /	
Waste Generation	Total Waste Generated (in Metric Tonnes) 6.25	Total Waste Generated (in Metric Tonnes) 94.72	Total Waste Generated (in Metric Tonnes) 121.15	Total Waste Generated (in Metric Tonnes) 193.84	Total Waste Generated (in Metric Tonnes) (Targets) 4.69 /	
	Total Hazardous Waste Generation (in Metric Tonnes) 0.27	Total Hazardous Waste Generation (in Metric Tonnes) 5.43	Total Hazardous Waste Generation (in Metric Tonnes) 8.93	Total Hazardous Waste Generation (in Metric Tonnes) 10.2	Total Hazardous Waste Generation (in Metric Tonnes) (Targets) 0.11 /	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Targets)	

	85.98	89.29	112.22	183.64	182.16 /	
	Percentage of total waste diverted from landfills	Percentage of total waste diverted from landfills	Percentage of total waste diverted from landfills	Percentage of total waste diverted from landfills	Percentage of total waste diverted from landfills (Targets)	
	41.62%	52.9%	71.9%	73.2%	74% /	
	Percentage of WEEE collected out of total of EEE	Percentage of WEEE collected out of total of EEE	Percentage of WEEE collected out of total of EEE	Percentage of WEEE collected out of total of EEE	Percentage of WEEE collected out of total of EEE (Targets)	
	0%	2%	3%	4%	4% /	
	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year) (Targets)	
	0	0	21	22	30 /	
Product use and End of Life	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle. (Targets)	
	5%	6%	26%	33%	35% /	

Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials. (Targets)	
89%	91%	95%	98%	100% /	
Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment (Targets)	
0	0	1	2	5 /	
The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold. (Targets)	
3%	3%	2%	2%	1% /	
The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs. (Targets)	
100%	100%	100%	100%	100% /	

Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Targets)	
	15%	55%	82%	87%	100% /	
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Targets)	
	5%	12%	16%	21%	25% /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed (Targets)	
	7%	13%	15%	20.5%	25% /	
	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use (Targets)	
	0	5	5	8	10 /	
	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use (Targets)	
	0	100%	100%	100%	100% /	

	% of company's customer base has actively engaged in sustainable consumption practices 2%	% of company's customer base has actively engaged in sustainable consumption practices 3%	% of company's customer base has actively engaged in sustainable consumption practices 9%	% of company's customer base has actively engaged in sustainable consumption practices 10%	% of company's customer base has actively engaged in sustainable consumption practices (Targets) 15% /	
Training	% of total workforce received training on environmental issues 25%	% of total workforce received training on environmental issues 50%	% of total workforce received training on environmental issues 75%	% of total workforce received training on environmental issues 82%	% of total workforce received training on environmental issues (Targets) 100% /	

Social						
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 (Apr 25 to Dec 25)	FY 2029-30 Target	UN - SDGs
Employment	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%) (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%) (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%) (Targets)	
	10%	15%	12%	8%	5% /	
	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees (Targets)	
	1466	892	1110	1220	1500 /	
Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee (Targets)		
6	10	16	17	20 /		
% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	

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Employment	15%	13%	10%	9%	paid individual (Targets) 8% /
	Average Salary above Minimum Wages(Rs.)	Average Salary above Minimum Wages (Rs.)	Average Salary above Minimum Wages (Rs.)	Average Salary above Minimum Wages (Rs.)	Average Salary above Minimum Wages (Rs.) (Targets)
	21,000	25,564	26,000	26,000	30,000 /
	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules (Targets)
	100%	100%	100%	100%	100% /
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Targets)
	N/A	N/A	N/A	N/A	N/A /
	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%) (Targets)
	40%	45%	60%	62%	65% /
Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%) (Targets)	
0%	2%	3%	5%	6% /	
Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%) (Targets)	

	0%	1%	3%	3%	5% /
	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 (%) (Targets)
	0%	10%	16%	18%	20% /
	Percentage of employees from minority and/or Vulnerable group at top management level (%)	Percentage of employees from minority and/or Vulnerable group at top management level (%)	Percentage of employees from minority and/or Vulnerable group at top management level (%)	Percentage of employees from minority and/or Vulnerable group at top management level (%)	Percentage of employees from minority and/or Vulnerable group at top management level (%) (Targets)
	0%	10%	16%	17%	20% /
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (Targets)
	2%	2.6%	4.7%	5%	8% /
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Targets)
	100%	100%	100%	100%	100% /

Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce (Targets)
0.00	0.00	0.00	0.00	0.00 /
Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Targets)
0.02	0.00	0.00	0.00	0.00 /
# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents (Targets)
0	0	0	0	0 /
# of work-related Incidents	# of work-related Incidents	# of work-related Incidents	# of work-related Incidents	# of work-related Incidents (Targets)
0	0	0	0	0 /
Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health (Targets)
0	0	0	0	0 /
People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Targets)
500	312	600	1000	1200 /

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 (Targets)
100%	100%	100%	100%	100% /
% of all employees paid below living wage, including direct employees,	% of all employees paid below living wage, including direct employees	% of all employees paid below living wage, including direct employees,	% of all employees paid below living wage, including direct employees,	% of all employees paid below living wage, including direct employees, (Targets)
0%	0%	0%	0%	0% /
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Targets)
0%	0%	0%	0%	0% /
% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% 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 (Targets)
0%	0%	0%	0%	0% /




	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Targets)	
	N/A	N/A	N/A	N/A	N/A /	
	# 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 (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Targets)	

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

NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Targets)	
NIL	NIL	NIL	NIL	NIL /	
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 %) (Targets)	
0%	0%	0%	0%	0% /	
People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours) (Targets)	
320	456	478	487	500 /	
People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Targets)	
150	287	352	363	400 /	
Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews	Total numbers of employees received regular performance and career development reviews	Total numbers of employees received regular performance and career development reviews	Total numbers of employees received regular performance and career development reviews	

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	80	100	127	150	development reviews (Targets) 200 /
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Targets)
	0	2	6	6	10 /
	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Targets)
	100%	100%	100%	100%	100% /
	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments (Targets)
	100%	100%	100%	100%	100% /
Social Dialogue	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives (Targets)
	100%	100%	100%	100%	100% /


	% of the total workforce covered by formal collective agreements	% of the total workforce covered by formal collective agreements	% of the total workforce covered by formal collective agreements	% of the total workforce covered by formal collective agreements	% of the total workforce covered by formal collective agreements (Targets)	
	100%	100%	100%	100%	100% /	
Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Targets)	
	2%	3%	6%	8%	10% /	
	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %) (Targets)	
	12%	16%	22%	26%	30% /	
Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Targets)		
0%	1%	3%	4%	8% /		
Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization (Targets)	
25%	30%	32%	36%	0% /		

	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Targets)	
	20%	30%	35%	35%	45% /	
	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours) (Targets)	
	0	187	252	310	400 /	
	% 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 (Targets)	
	30%	56%	100%	100%	100% /	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	
	5,49,120	5,99,040	650000	-	-	
	% 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 (Targets)	
	100%	100%	100%	100%	100% /	
	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 (Targets)	



	NIL	NIL	NIL	NIL	NIL /
	% employees covered by the insurance plan.	% employees covered by the insurance plan.	% employees covered by the insurance plan.	% employees covered by the insurance plan.	% employees covered by the insurance plan. (Targets)
	100%	100%	100%	100%	100% /
	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program (Targets)
	50%	80%	100%	100%	100% /
	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 (Targets)
	NIL	NIL	NIL	NIL	NIL /
Corporate Social Responsibility	# 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 (Targets)
	4	5	TBD	TBD	TBD /

GOVERNANCE

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance (Apr 25 to Dec 25)	FY 2029-30 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery (Targets) NIL /	<div style="background-color: #003366; color: white; padding: 5px; display: flex; align-items: center; justify-content: center;"> 16 <div style="text-align: left;"> <p style="margin: 0; font-size: 10px;">PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  </div> </div>
	People Trained on Anti-Corruption & Bribery (in Manhours) 70	People Trained on Anti-Corruption & Bribery (in Manhours) 90	People Trained on Anti-Corruption & Bribery (in Manhours) 130	People Trained on Anti-Corruption & Bribery (in Manhours) 183	People Trained on Anti-Corruption & Bribery (in Manhours) (Targets) 200 /	
	# of confirmed corruption incidents 0	# of confirmed corruption incidents 0	# of confirmed corruption incidents 0	# of confirmed corruption incidents 0	# of confirmed corruption incidents (Targets) 0 /	
	Percentage of operational sites certified with anti-corruption management system 100%	Percentage of operational sites certified with anti-corruption management system 100%	Percentage of operational sites certified with anti-corruption management system 100%	Percentage of operational sites certified with anti-corruption management system 100%	Percentage of operational sites certified with anti-corruption management system (Targets) 100% /	
	Percentage of trading partners covered by a	Percentage of trading partners covered by a	Percentage of trading partners covered by a	Percentage of trading partners covered by a	Percentage of trading partners covered by a	

	due diligence process on corruption	due diligence process on corruption	due diligence process on corruption	due diligence process on corruption	due diligence process on corruption (Targets)	
	46%	80%	100%	100%	100% /	
Information Management	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS) (Targets)	
	100%	100%	100%	100%	100% /	
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents (Targets)	
	NIL	NIL	NIL	NIL	NIL /	
	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance: (Targets)	
100%	100%	100%	100%	100% /		
User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints: (Targets)		
NIL	NIL	NIL	NIL	NIL /		

	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 (Targets)	
	100%	100%	100%	100%	100% /	
Value Chain	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %) (Targets)	
	25%	31%	60%	60%	90% /	
	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Targets)	
	0%	2%	5%	7%	10%/	
	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %) (Targets)	
	0%	2%	5%	6%	10% /	
	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 (Targets)	
0	0	0	0	0 /		
Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier (Targets)		



	0	0	0	0	0 /	
	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 %) (Targets)	
	100 %	100%	100%	100%	100% /	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	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 %) (Targets)	
	100 %	100%	100%	100%	100% /	
	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts (Targets)	
	100%	100%	100%	100%	100% /	
	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Targets)	
	100%	100%	100%	100%	100% /	
	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement (Targets)	



	100%	90%	100%	100%	100% /
	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	Avg Number of Non-Conformities Found per supplier (Targets)
	0	0	0	0	0 /
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Targets)
	NA	NA	NA	NA	NA /
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising: (Targets)
	NIL	NIL	NIL	NIL	NIL /
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit (Targets)
	100%	100%	100%	100%	100% /
Ethics	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 (%) (Targets)
	20%	50%	55%	67%	100% /
	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

	100%	100%	100%	100%	(satisfaction rate) (Targets) 100% /
	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 (Targets)
	NIL	NIL	NIL	NIL	NIL /
	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 (Targets)
	100%	100%	100%	100%	100% /
Customer Health and Safety	# complaints related to use of products / service	# complaints related to use of products / service	# complaints related to use of products / service	# complaints related to use of products / service	# complaints related to use of products / service (Targets)
	0	0	0	0	0 /
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers (Targets)
	0%	9%	25%	35%	100% /
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting (Targets)



	0%	18%	25%	38%	100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Targets)	
	100%	100%	100%	100%	100% /	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement (Targets)	
	0	0	0	0	0 /	



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232786

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025
April 2025 to November 2025

The Management

Harisons Industrial Products Inc.

Independent Assurance Report

Growlity Private Limited was appointed by Harisons Industrial Products Inc. (referred to as “the Company”) to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company’s ESG KPI Roadmap up to FY 2029-30. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document, along with the material topics identified through the materiality assessment conducted with its stakeholders. The sustainability information provided within the report is in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. The Company has also followed the guidelines of ISO 14064-1:2018 and the Greenhouse Gas (GHG) Protocol, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. Additionally, the ESG KPI Roadmap has been developed in alignment with the United Nations Sustainable Development Goals (SDGs), reinforcing the Company’s commitment to contributing towards global sustainability priorities. This engagement by Growlity Private Limited underscores the Company’s commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts.

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it in accordance with GRI universal standards 2021. We conducted, on a sample basis, review and verification of data collection /

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calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Location Covered

The assurance covers all sites of Harisons Industrial Products Inc., as listed below:

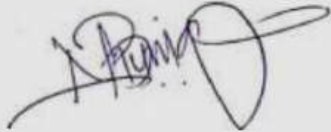
Company Name	Site Name	Address
Harisons Industrial Products Inc.	USA	731 Grove Ave 08820 Edison, New Jersey United States of America.
	INDIA	Near Talav Rania Sakaarda Savli Road, Vadodara, Gujarat, India – 391350
	INDIA	159, dhanora, Vadodara, Gujarat, India – 391243

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics during the FY 2023-24. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.



Dr. Nitin Dumasia

President & CEO

Date: 16th February 2026

Place: Surat, India.