



**JMF PERFORMANCE
MATERIALS PVT. LTD.
ESG KPI ROADMAP 2030**

JMF Performance Materials Pvt Ltd acknowledges its pivotal role in advancing sustainable development and perceives it as an opportunity to generate positive outcomes rather than merely fulfilling societal obligations. We are committed to surpassing conventional standards of information disclosure and regulatory compliance by actively embracing sustainable practices. Through these efforts, we aspire to not only enhance the well-being of our employees, customers, suppliers, investors, partners, and shareholders but also to make meaningful contributions to the broader societal welfare.

During the 2023 period, JMF Performance Materials Pvt Ltd conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs through 2030. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in alignment with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives. These data are also verified by third party. Assurance letter is attached in this document.

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 Resp
- Certifications

Governance (G)

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

RESPONSIBILITIES

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management.

Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

In addition, the Procurement Head oversees the tracking and updating of Sustainable Procurement KPIs on a monthly and quarterly basis, and communicates these updates to the company's management team.

Together, these department heads play a crucial role in ensuring that key sustainability metrics are regularly monitored, updated, and reported to the company's management for informed decision-making and continuous improvement efforts.

LOCATIONS COVERED

Below locations were covered in order to collect the data and prepare the ESG KPI roadmap Up to 2030.

Sr. No.	Name of Site	Address
1	Bhiwandi Warehouse	D6, 10 To 15, Bhagwan Seth Estate, Purna, Bhiwandi 421302 & B3 Gala No.12, Gayatri Complex, Village Val, Bhiwandi, Thane, Maharashtra, 421302.
2	Chennai Warehouse	WH No.14 at DCB Group, 35/2A & 36/2B2, Sothupakkam Road, Sothupakkam, Redhills, Chennai, Tamil Nadu, 600052.
3	Faridabad Warehouse	Plot No. 12/66, Baba Deep Singh Ji Shaheed Marg, NIT Industrial Area, Opp. Govt. Press Colony, Faridabad, Haryana, 121001.

4	Nariman Point Office	6th Floor, 609, Raheja Centre, Free Press Journal Marg, Nariman Point, Mumbai, 400021.
5	Thane Office	9th Floor, Unit No. 910, B-Wing, Lodha Supremus - II, Plot No. F-4 & F-4/1, MIDC Road No. 22, Wagle Estate MIDC, Thane (W), Maharashtra, 400604.
6	Delhi Office	501, Sethi Bhawan, East Patel Nagar, Rajendra Place, New Delhi, 110008.

Note: The sites mentioned above represent all of the Company's current operational locations, including offices and warehouse units.

PERIOD OF REVIEW

In alignment with our commitment to strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

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

Our current review cycle is synchronized with our annual target completion deadlines, which are set for 31st Dec, 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.

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 adhering to 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 make 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 with 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 change




ASSURANCE STATEMENT

The ESG indicators and performance data disclosed in this ESG KPI Roadmap up to 2030, including Environmental, Social, and Governance (ESG) Key Performance Indicators and Greenhouse Gas (GHG) emissions (Scope 1, Scope 2, and Scope 3), have been externally verified through an assurance engagement conducted by an independent third party.

The assurance engagement was carried out in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 and ISO 14064-1, covering the reporting periods from 2022 to 2025 (January to July).

The official Assurance Letter is provided at the end of the ESG KPI Roadmap as formal validation of this verification.


ENVIRONMENTAL

ESG Area	2022 Baseline (Jan to Dec)	2023 Performance (Jan to Dec)	2024 Performance (Jan to Dec) (Expansion period)	2025 Performance (Jan to Jul)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) 15% reduction	
	59.35	38.00	75.12	23.24	50.44	
	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) 15% reduction	
	29.83	26.72	34.80	23.81	25.35	
Scope 3 (Partial) GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) 15% reduction	
3481.51	4260.65	4828.97	1829.59	2959.28		
Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG emission(tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 15% reduction	
2451.87	3187.43	3667.60	1338.70	2084.08		


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	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) 15% reduction	
	981.29	989.97	808.67	344.66	834.96	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	
	0.30	0.21	0.32	0.24	0.26	
	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	# People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) 15% reduction	
	180	193	210	220	257	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks	
	100 %	100%	100 %	100%	100%	




Environmental Complaints	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	
	NIL	NIL	NIL	NIL	NIL	
Energy	Total Energy consumed from electricity (in Gigajoule) (Actual)	Total Energy consumed from electricity (in Gigajoule) (Actual)	Total Energy consumed from electricity (in Gigajoule) (Actual)	Total Energy consumed from electricity (in Gigajoule) (Actual)	Total Energy consumed from electricity (in Gigajoule) 15% reduction	
	176.73	155.00	172.26	117.83	257.02	
	Energy Intensity (GJ/Revenue (in Cr.) (Actual)	Energy Intensity (GJ/Revenue (in Cr.) (Actual)	Energy Intensity (GJ/Revenue (in Cr.) (Actual)	Energy Intensity (GJ/Revenue (in Cr.) (Actual)	Energy Intensity (GJ/Revenue (in Cr.) (Actual)	
	0.59	0.50	0.50	0.59	0.50	
Total Electricity Consumption (KWH/Year) (Actual)	Total Electricity Consumption (KWH/Year) (Actual)	Total Electricity Consumption (KWH/Year) (Actual)	Total Electricity Consumption (KWH/Year) (Actual)	Total Electricity Consumption (KWH/Year) 15% reduction		
49,093	43,202	47,851	32,733	40,750		
Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%)	
0 %	2%	3%	5%	10%		


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	Renewable Electricity Consumption (KWH/Year) (Actual)	Renewable Electricity Consumption (KWH/Year) (Actual)	Renewable Electricity Consumption (KWH/Year) (Actual)	Renewable Electricity Consumption (KWH/Year) (Actual)	Renewable Electricity Consumption (KWH/Year)	
	0	865	1436	1640	1000	
	Employees trained on Energy Conservation (Manhours) (Actual)	Employees trained on Energy Conservation (Manhours) (Actual)	Employees trained on Energy Conservation (Manhours) (Actual)	Employees trained on Energy Conservation (Manhours) (Actual)	Employees trained on Energy Conservation (Manhours)	
	240	268	270	280	300	
Water	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year)	
	77	80.91	81.04	49.24	52	
	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year)	
0	0	0	0	0	0.7/	
	Total Water consumption from surface water (in Kilo Litres) (Actual)	Total Water consumption from	Total Water consumption from	Total Water consumption from	Total Water consumption from	


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		surface water (in Kilo Litres) (Actual)	surface water (in Kilo Litres) (Actual)	surface water (in Kilo Litres) (Actual)	surface water (in Kilo Litres)	
	0	0	0	0	10 /	
Total water consumption per employee (in Litres / Employee) (Actual)		Total water consumption per employee (in Litres / Employee) (Actual)	Total water consumption per employee (in Litres / Employee) (Actual)	Total water consumption per employee (in Litres / Employee) (Actual)	Total water consumption per employee (in Litres / Employee)	
20	18	16.2	15	12		
Total Water Treated (in Kilo Litres / Year) (Actual)	Total Water Treated (in Kilo Litres / Year) (Actual)	Total Water Treated (in Kilo Litres / Year) (Actual)	Total Water Treated (in Kilo Litres / Year) (Actual)	Total Water Treated (in Kilo Litres / Year)		
NA	NA	NA	NA	NA		
Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption)		
0%	NA	NA	NA	NA		

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	Water Intensity (Water consumed / Revenue (in Cr.) (Actual))	Water Intensity (Water consumed / Revenue (in Cr.) (Actual))	Water Intensity (Water consumed / Revenue (in Cr.) (Actual))	Water Intensity (Water consumed / Revenue (in Cr.) (Actual))	Water Intensity (Water consumed / Revenue (in Cr.) 15% reduction	
	0.26	0.26	0.23	0.25	0.24	
	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)	
	50 / 10	50 / 03	50 / 02	50 /02	50 /0	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	
	NA / <1	NA / <1	NA / <1	NA / <1	NA / <1	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	
	150 / 28	150 / 30	150 / 30	150 /33	150 /	

	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	
	30 / NA	30 / NA	30 / NA	30 / NA	30 /	
	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	
	280	295	300	310	325	
	% of people Trained on Water Efficiency	% of people Trained on Water Efficiency	% of people Trained on Water Efficiency	% of people Trained on Water Efficiency	% of people Trained on Water Efficiency	
	90 %	100%	100%	100%	100 %	
Air Pollution	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	
	80/20	80/22	80/25	80/22	80/	
	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	
	80/40	80/47	80/45	80 / 45	80 /	

	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 35	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 39	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 36	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 38	PM ₁₀ (mg/M ³) (Limit /Result) 100 /	
	PM _{2.5} (mg/M ³) (Limit /Result) 60 / 34	PM _{2.5} (mg/M ³) (Limit /Result) 60 / 37	PM _{2.5} (mg/M ³) (Limit /Result) 60 / 35	PM _{2.5} (mg/M ³) (Limit /Result) 60 /32	PM _{2.5} (mg/M ³) (Limit /Result) 60 /	
	Ammonia (mg/M ³) (Limit /Result) NA	Ammonia (mg/M ³) (Limit /Result) NA	Ammonia (mg/M ³) (Limit /Result) NA	Ammonia (mg/M ³) (Limit /Result) NA	Ammonia (mg/M ³) (Limit /Result) 400 /	
	Lead (mg/M ³) (Actual /Limit) NA	Lead (mg/M ³) (Actual /Limit) NA	Lead (mg/M ³) (Actual /Limit) NA	Lead (mg/M ³) (Actual /Limit) NA	Lead (mg/M ³) (Actual /Limit) NA	
	Ozone (mg/M ³) (Actual /Limit) NA	Ozone (mg/M ³) (Actual /Limit) NA	Ozone (mg/M ³) (Actual /Limit) NA	Ozone (mg/M ³) (Actual /Limit) NA	Ozone (mg/M ³) (Actual /Limit) NA	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III 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)	

	75 /60	75/65	75/62	75/63	<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)	
	70/50	75/ 50	70/50	70/55	/70	
Biodiversity Conservation	Number of native species supported(Actual)	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported(Actual)	
	01	02	03	04	10 /	
	% of total workforce received training on Biodiversity conservation (Actual)	% of total workforce received training on Biodiversity conservation (Actual)	% of total workforce received training on Biodiversity conservation (Actual)	% of total workforce received training on Biodiversity conservation (Actual)	% of total workforce received training on Biodiversity conservation	
	60%	100%	100%	100%	100%	
	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity(Actual)	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity	
	100%	100%	100%	100%	100%	

	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation	
	1	1	3	4	10	
	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity(Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity	
	0	0	0	0	0	
Waste Generation	Total Waste Generated (in Metric Tonnes)(Actual)	Total Waste Generated (in Metric Tonnes)(Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes)	
	8.0	8.7	8.24	3.96	<2	
	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes)	
	2	2.5	1.68	0.80	0	
Total non-Hazardous Waste Generation (in Metric Tonnes)(Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes)(Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes)(Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes)(Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes)		
6.7	6.2	6.6	3.15	0		
% of total waste from company operations diverted from landfills(Actual)	% of total waste from company operations diverted from landfills(Actual)	% of total waste from company operations diverted from landfills(Actual)	% of total waste from company operations diverted from landfills(Actual)	% of total waste from company operations diverted from landfills(Actual)	% of total waste from company operations diverted from landfills	



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	0.06%	1.44%	5.43%	6.5%	20 %	
	Total Waste recycled in a year (in Metric Tonnes)(Actual)	Total Waste recycled in a year (in Metric Tonnes)(Actual)	Total Waste recycled in a year (in Metric Tonnes)(Actual)	Total Waste recycled in a year (in Metric Tonnes)(Actual)	Total Waste recycled in a year (in Metric Tonnes)	
	0	0.5	1.0	1.5	5	
	Total Waste water recycled in a year (Kiloliter / Year)	Total Waste water recycled in a year (Kiloliter / Year)	Total Waste water recycled in a year (Kiloliter / Year)	Total Waste water recycled in a year (Kiloliter / Year)	Total Waste water recycled in a year (Kiloliter / Year)	
	0	0	0	0	0.7	
Product Use	Number of customer complaints received regarding product performance or consistency	Number of customer complaints received regarding product performance or consistency	Number of customer complaints received regarding product performance or consistency	Number of customer complaints received regarding product performance or consistency	Number of customer complaints received regarding product performance or consistency	
	0	0	0	0	0	
	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	



	100 %	100 %	100%	100%	100%	
	% of returned product batches due to quality defects or performance issues	% of returned product batches due to quality defects or performance issues	% of returned product batches due to quality defects or performance issues	% of returned product batches due to quality defects or performance issues	% of returned product batches due to quality defects or performance issues	
	0	0	0	0	0	
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	
	95%	95%	95%	100%	100%	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	
	13%	15%	16%	25%	30%	
	% 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	
	10%	12%	12%	17%	20%	

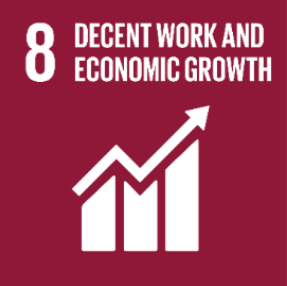
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	
	100%	100%	100%	100%	100%	
	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001	
	0%	0%	0%	0%	100%	
Environmental service and advocacy	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	
	1	2	3	1	2	
	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	
	2	3	5	5	5	

	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 50%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 60%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 70%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 20%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 20%	
	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 1	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 2	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 3	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 4	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 10	
	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 1	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 3	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 5	
Training	% of buyers across all locations who have received training on sustainable procurement 50%	% of buyers across all locations who have received training on sustainable procurement 60%	% of buyers across all locations who have received training on sustainable procurement 70%	% of buyers across all locations who have received training on sustainable procurement 100%	% of buyers across all locations who have received training on sustainable procurement 100%	

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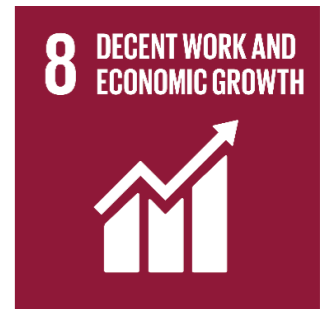
	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	
	75%	100%	100%	100%	100%	

Social

ESG Area	2022 Baseline (Jan to Dec)	2023 Performance (Jan to Dec)	2024 Performance (Jan to Dec) (Expansion period)	2025 Performance (Jan to Jul)	2030 Target	UN - SDGs
Employment	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%)	Child Labour (%)	
	NIL	NIL	NIL	NIL	NIL	
	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%)	Force Labour (%)	
	NIL	NIL	NIL	NIL	NI	
	Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%)	
	0	0	0	0	0	
	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	
10	9	8	5	2		
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	Total Training Hours of employees	
4400	5000	5150	5200	6200		
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		

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	17	22	22	25	30	
	Average Salary above Minimum Wages (Rs.) 25,000	Average Salary above Minimum Wages (Rs.) 30,500	Average Salary above Minimum Wages (Rs.) 35,500	Average Salary above Minimum Wages (Rs.) 37000	Average Salary above Minimum Wages (Rs.) 40,000	
	Pay ratio between the highest-paid person and the median employee (%) 3.82	Pay ratio between the highest-paid person and the median employee (%) 1:6.2	Pay ratio between the highest-paid person and the median employee (%) 1:06	Pay ratio between the highest-paid person and the median employee (%) 1:2	Pay ratio between the highest-paid person and the median employee (%) 4:1	
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100 %	Employees Above Living wage rules 100 %	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	
	Hiring of Local People (%) 25	Hiring of Local People (%) 39	Hiring of Local People (%) 39	Hiring of Local People (%) 45	Hiring of Local People (%) 50	
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 5%	Hiring of People with Disability (%) 7%	Hiring of People with Disability (%) 9%	Hiring of People with Disability (%) 12%	



	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	
	0%	1%	1%	3%	3%	
	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	
	0%	0%	0%	3%	3%	
Health & Safety Incidents / Accidents	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	
	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	
	0.00	0.00	0.00	0.00	0.00	
	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	
	0.00	0.00	0.00	0.00	0.00	
	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	
	0.00	0.00	0.00	0.00	0.00	



	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	
	0	0	0	0	0	
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
	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	
	0	0	0	0	0	
	% 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	
	100%	100%	100%	100%	100%	
	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	
	100%	100%	100%	100%	100%	
	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)	



	800	850	910	1050	1,150	
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	
	100%	100%	100%	100%	100%	
	% 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	
	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	
	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 (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	
100 %	100%	100%	100 %	100 %	100 %	
% of the total workforce covered by formally-elected	% of the total workforce covered by formally-elected	% of the total workforce covered by formally-elected	% of the total workforce covered by formally-elected	% of the total workforce covered by formally-elected	% of the total workforce covered by formally-elected	



employee representatives	employee representatives	employee representatives	employee representatives	employee representatives	employee representatives	
100%	100%	100%	100%	100%	100%	
% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	
100%	100%	100%	100%	100%	100%	
# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	
NIL	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	# of Complaints reported on Sexual Harassment	
NIL	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)	# of Complaints reported on Discrimination (Internal)	



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

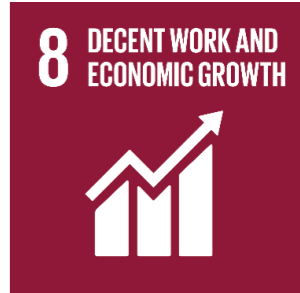



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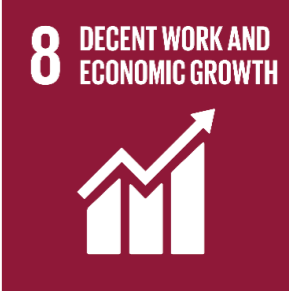
# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers
NIL	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	# of Complaints reported on Data Privacy / Security by Other Stakeholders
NIL	NIL	NIL	NIL	NIL	NIL
% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks
100 %	100%	100%	100%	100 %	100 %
% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments
100 %	100%	100%	100%	100 %	100 %
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)
100 %	100%	100%	100 %	100 %	100 %



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	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)	
	800	850	920	1100	1,150	
Career Management & Training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training	
	100 %	100%	100%	100%	100 %	
	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)	
	800	850	930	970	1150	
	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	
	3	5	7	8	10	
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 %)	
	7	8	8	9	10	

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	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	
	3	5.5	5.5	5.8	10	
	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %)	
	4	5	7	8	10	
	Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %)	
	21	18	18	20	30	
	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 %)	
	0	0	0	0	0	
	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)	
	400	450	550	650	800	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	
	3000	2950	5200	5600	8000	
	% 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	

	70%	80%	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	
	NIL	NIL	NIL	NIL	NIL	
	% employees covered with healthcare	% employees covered with healthcare	% employees covered with healthcare	% employees covered with healthcare	% employees covered with healthcare	
	100%	100%	100%	100%	100%	
	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment	
	100%	100%	100%	100%	100%	
	% of the total workforce trained on Diversity, Equity & Inclusion	% of the total workforce trained on Diversity, Equity & Inclusion	% of the total workforce trained on Diversity, Equity & Inclusion	% of the total workforce trained on Diversity, Equity & Inclusion	% of the total workforce trained on Diversity, Equity & Inclusion	
	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	
	100%	100%	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	


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	NIL	NIL	NIL	NIL	NIL	
ISO 14001 Coverage	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	
ISO 45001 Coverage	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	
ISO 9001 Coverage	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	% of Sites Covered 100%	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) 10.00	Amount Spent on CSR (Lakhs) 10	Amount Spent on CSR (Lakhs) 10	Amount Spent on CSR (Lakhs) 30	Amount Spent on CSR (Lakhs) 50	
	# of social initiatives at National and Local level 5	# of social initiatives at National and Local level 15	# of social initiatives at National and Local level 16	# of Social initiatives at National and Local level 15	# of Social initiatives at National and Local level 25	

GOVERNANCE

ESG Area	2022 Baseline (Jan to Dec)	2023 Performance (Jan to Dec)	2024 Performance (Jan to Dec) (Expansion period)	2025 Performance (Jan to Jul)	2030 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 NIL	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	
	People Trained on Anti-Corruption & Bribery (in Manhours) 550	People Trained on Anti-Corruption & Bribery (in Manhours) 634	People Trained on Anti-Corruption & Bribery (in Manhours) 634	People Trained on Anti-Corruption & Bribery (in Manhours) 910	People Trained on Anti-Corruption & Bribery (in Manhours) 1000	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 100%	

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Information Management	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	
	0	0	0	0	100%	
	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	
	NIL	NIL	NIL	NIL /	NIL	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	
	100%	100%	100%	100%	100%	
Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:		
100%	100%	100%	100%	100%		
User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints:		
NIL	NIL	NIL	NIL	NIL		
Value Chain	Suppliers evaluated for ESG Performance	Suppliers evaluated for ESG Performance	Suppliers evaluated for ESG Performance	Suppliers evaluated for ESG Performance	Suppliers evaluated for ESG Performance	

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	(in %)	(in %)	(in %)	(in %)	(in %)	
	NIL	45 %	65 %	75%	100 %	
	Suppliers evaluated for ESG Onsite Audit (in %)	Suppliers evaluated for ESG Onsite Audit (in %)	Suppliers evaluated for ESG Onsite Audit (in %)	Suppliers evaluated for ESG Onsite Audit (in %)	Suppliers evaluated for ESG Onsite Audit (in %)	
	NIL	45 %	65 %	75%	100 %	
	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	
	NIL	45 %	65 %	75%	100 %	
	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	
	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	
	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	




	0%	15%	20%	25%	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 %)	
	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 %)	
	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	
	100 %	100 %	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	
	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	
	0	0	0	0	NA	
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	
	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	
	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 (%)	
	90%	100%	100%	100%	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 (satisfaction rate)	
	90%	100%	100%	100%	100%	
	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted
100%	100%	100 %	100%	100 %		
Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	
NIL	NIL	NIL	NIL	NIL	NIL	
# of Product Related Incident	# of Product Related Incident	# of Product Related Incident	# of Product Related Incident	# of Product Related Incident	# of Product Related Incident	



Customer Health and Safety	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	
55%	100%	100%	100%	100%	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	
	75%	80%	82%	87%	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	
	75%	100%	100%	100%	100%	
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	
100%	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	Complaints registered on the violation of Collective Bargaining Agreement	
0	0	0	0	0	0	

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Assurance Letter



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232629

Reporting Period – Jan 2022 to Dec 2022
Jan 2023 to Dec 2023
Jan 2024 to Dec 2024
Jan 2025 to July 2025

The Management

JMF Performance Materials Pvt. Ltd.

Independent Assurance Report

Growlity Private Limited was appointed by JMF Performance Materials Pvt. Ltd. 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 report. This engagement involved a systematic and evidence-based examination to independently verify the accuracy, completeness, and reliability of the disclosed sustainability data along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 ISO 14064- 1:2018 and Green House Gas Protocol, ensuring that the reported data are in accordance with globally recognized sustainability reporting frameworks. 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 this limited assurance covered ESG commitments, KPIs, and the complete GHG inventory (Scope 1, Scope 2, and relevant Scope 3 categories), assessed in accordance with GRI Universal Standards 2021. This included evaluating data collection processes, calculation methodologies, and internal controls over 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 is in accordance with GRI universal standard 2021. We conducted, on a sample basis, review and verification of data collection / 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 /

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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 by 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.

Locations Covered

Covering the below locations to collect data and prepare the ESG KPI ROADMAP UPTO 2030 Report.

Sr. No.	Name of Site	Address
1	Bhiwandi Warehouse	D6, 10 To 15, Bhagwan Seth Estate, Purna, Bhiwandi 421302 & B3 Gala No.12, Gayatri Complex, Village Val, Bhiwandi, Thane, Maharashtra, 421302.
2	Chennai Warehouse	WH No.14 at DCB Group, 35/2A & 36/2B2, Sothupakkam Road, Sothupakkam, Redhills, Chennai, Tamil Nadu, 600052.
3	Faridabad Warehouse	Plot No. 12/66, Baba Deep Singh Ji Shaheed Marg, NIT Industrial Area, Opp. Govt. Press Colony, Faridabad, Haryana, 121001.
4	Nariman Point Office	6th Floor, 609, Raheja Centre, Free Press Journal Marg, Nariman Point, Mumbai, 400021.
5	Thane Office	9th Floor, Unit No. 910, B-Wing, Lodha Supremus - II, Plot No. F-4 & F-4/1, MIDC Road No. 22, Wagle Estate MIDC, Thane (W), Maharashtra, 400604.
6	Delhi Office	501, Sethi Bhawan, East Patel Nagar, Rajendra Place, New Delhi, 110008.

Note: The sites mentioned above represent all of the Company's current operational locations, including offices and warehouse units.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2023. The Company has prepared report having sustainability data in accordance to 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 (Partial). While the Company demonstrates a robust foundation in ESG reporting, further opportunities exist to enhance its centralized data management system, enabling greater consistency, traceability, and audit-readiness across sites. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

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Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the ESG disclosures, including GHG emissions reporting, are not prepared, in all material respects, in accordance with GRI Universal Standards 2021 and relevant international frameworks.



Dr. Nitin Dumasia

President & CEO

Date: 01st August 2025

Place: Surat