

ESG REPORT 2025



Environmental



Social



Governance



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Introduction





About This Report

GRI 2

Ganges Jute Pvt. Ltd. presents its Sustainability Report for CY 2025, outlining its Environmental, Social, and Governance (ESG) approach, commitments, and performance. Rooted in India's jute manufacturing legacy, the Company remains committed to responsible production, sustainable use of natural resources, and ethical business conduct.

The report is prepared with in accordance to the GRI Standards, GHG Protocol, UN Global Compact (UNGC) principles and UN Sustainable Development Goals (SDGs), reinforcing transparency, accountability, and long-term value creation.



About This Report

Organizational Details

GRI 2-1

Ganges Jute Pvt. Ltd. (referred to as “Ganges Jute,” “the Company,” “we,” or “our”) operates as a jute manufacturing company in India, serving domestic and export markets.

Reporting Scope and Boundary

GRI 2-2

This report covers all operations under Ganges Jute Pvt. Ltd.’s direct operational control, including manufacturing and corporate functions.

Entities included:

- Manufacturing Facility: Bansberia, Hooghly District, West Bengal, India
- Corporate / Registered Office: Kolkata, West Bengal, India

The reporting scope also considers material supply chain activities, particularly raw jute sourcing, logistics, and key stakeholder engagements influencing sustainability performance.

Reporting Period, Frequency, and Contact

GRI 2-3

The report covers the period 1 January to 31 December 2025. It provides insights into the Company’s business model, operational footprint, governance approach, sustainability risks and opportunities, and ESG performance.

Contact Details:

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Email: info@gangesjute.com

Website: www.gangesjute.com

External Assurance

This ESG Report has been externally assured by Growlity Pvt. Ltd. The external assurance process enhances the credibility, accuracy, and reliability of the sustainability information disclosed, and supports alignment with applicable reporting standards and best practices.

External Assurance

GRI 2-5

This report contains forward-looking statements regarding sustainability goals and initiatives. These are subject to risks and uncertainties arising from economic, regulatory, and market-related factors, and actual outcomes may differ.



Message from Leadership

GRI 2-22

As we reflect on our journey at Ganges Jute Pvt. Ltd., we take pride in the progress achieved through decades of craftsmanship, innovation, and collective effort. Rooted in a legacy of excellence spanning over 80 years, each milestone reinforces our commitment to quality, integrity, and responsible growth. These principles continue to guide our business decisions and relationships across the organization.

In a rapidly evolving industrial landscape, adaptability and foresight are essential. We have embraced advanced manufacturing processes, sustainable practices, and continuous improvement to ensure that Ganges Jute remains at the forefront of the jute manufacturing industry. Our mission is not only to deliver superior jute products but also to anticipate the evolving needs of customers across global markets.

A Beyond operational excellence, we recognize our broader responsibilities. We remain committed to creating positive social and environmental impact by supporting community development, workforce well-being, and initiatives that promote education and health for those connected to our operations. Providing a safe, fair, and supportive environment for our employees is a fundamental priority.

Our accomplishments are the result of teamwork, trust, and a shared vision. Every innovation, expansion, and operational advancement reflects the dedication of our employees and the confidence of our stakeholders.

Looking ahead, our vision is clear — to innovate responsibly, grow sustainably, and create enduring value for our customers, employees, communities, and the planet. We aim to lead with purpose, embrace opportunities, and shape a future defined not only by industrial achievement but also by positive societal impact.

On behalf of the Board of Directors:

Mr. Abhishek Poddar — Whole-Time Director

Company Overview

Ganges Jute Pvt Ltd is a leading Indian manufacturer and exporter of premium jute products, headquartered in Kolkata, West Bengal. The company operates an integrated production process spanning raw jute procurement, spinning, weaving, finishing, and customised product manufacturing. This end-to-end approach enables strong quality control, traceability, and on-time delivery to both domestic and global customers.

The company's product portfolio includes jute yarns, hessian and sacking fabrics, geotextiles, shopping and fashion bags, eco-friendly packaging solutions, and other value-added jute materials used across agriculture, retail, and industrial sectors. Ganges Jute's offerings are designed to support the global shift toward renewable, biodegradable, and plastic-free alternatives.

Sustainability is integral to Ganges Jute's operations. By focusing on natural fibres, responsible sourcing, efficient manufacturing, and reduced environmental impact, the company contributes to circular economy practices and greener supply chains. Investments in modern manufacturing equipment and process optimisation help enhance productivity while conserving resources.

Ganges Jute is also committed to safe and inclusive workplaces, ethical business practices, and community wellbeing. Through structured policies and continuous improvement, the company aims to deliver consistent quality, social value, and environmental stewardship across its value chain.



Our Vision

Looking forward, we envision a world where our versatile and premium jute products touch new horizons and grace diverse markets worldwide. Through innovation and excellence, we aspire to introduce the beauty and utility of jute to regions that have yet to experience its potential



Our Mission

Forging Ahead with Purpose

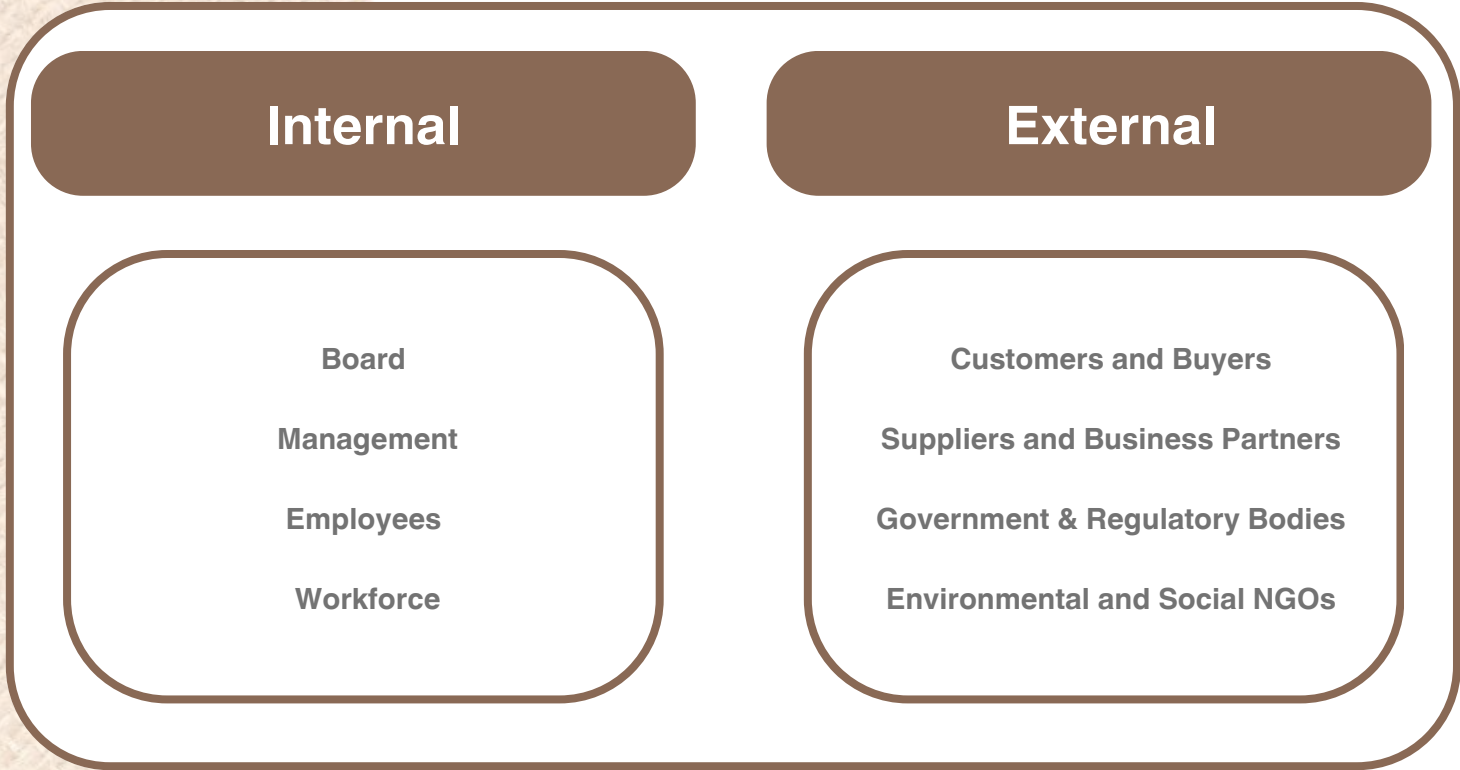
To stand as the unrivaled global leader in manufacturing top-tier jute products. We are driven by a resolute commitment to craft jute goods that not only excel in quality but also contribute to a sustainable future

Stakeholder Engagement

GRI 102

At Ganges Jute Pvt. Ltd., stakeholder engagement is a core element of our sustainability and materiality assessment process. We engage transparently with stakeholders across our operations, supply chain, and communities to understand expectations, identify ESG risks, and support responsible business practices. Stakeholders are identified and prioritised based on their influence on business operations and their exposure to environmental, social, and governance impacts. Inputs gathered through consultations, audits, reviews, and feedback are documented and integrated into risk management and materiality assessments, as outlined in the Company’s Materiality Assessment framework.

Stakeholder Groups



Integrating Stakeholder Insights

Stakeholder feedback supports the identification and prioritisation of material ESG issues, informs risk mitigation and policy development, guides sustainability initiatives, and strengthens transparency, accountability, and stakeholder trust.

Engagement Overview

STAKEHOLDER	ENGAGEMENT METHODS	KEY TOPICS
Board & Management	Strategy reviews, sustainability oversight	Governance, ESG risks, long-term sustainability
Employees & Workforce	Trainings, safety meetings, feedback mechanisms	Health & safety, fair labour practices, skill development
Customers	Reviews, disclosures, ongoing communication	Product sustainability, quality, transparency
Suppliers	Supplier engagement, audits, guidelines	Ethical sourcing, sustainability compliance
Regulators & Government Bodies	Inspections, statutory reporting	Environmental, labour, and regulatory compliance
Communities & NGOs	CSR programmes, consultations	Community welfare, environmental impact
Environmental Advocacy Groups	Dialogue forums, information sharing, participation in awareness initiatives	biodiversity, energy efficiency, and waste management.

Materiality Assessment and Priority Topics

GRI 3

What Matters Most (Material Topics) (GRI 3-1 | GRI 3-2 | GRI 3-3)

Introduction – Single Materiality Approach

Ganges Jute Pvt. Ltd. applies a Single Materiality approach to identify and prioritise ESG topics that significantly impact business continuity, regulatory compliance, stakeholder trust, and long-term value creation. As a jute manufacturer producing eco-friendly products in West Bengal, the Company focuses on sustainability, ethical business practices, and minimising environmental impact across operations, supply chain, and community engagement

Materiality Assessment Methodology (GRI 3-1)

Stakeholder Engagement

The assessment incorporates inputs from key stakeholders including employees, customers, suppliers, local communities, regulators, and environmental advocacy groups through consultations, audits, reviews, and ongoing engagement.

Topic Identification

Material topics were identified using stakeholder feedback, internal risk assessments, regulatory requirements, and reference to recognised ESG frameworks and sustainability practices relevant to the jute industry.

Prioritisation

Topics were prioritised based on their impact on:

- Business continuity and operational efficiency
- Environmental and social risk exposure
- Regulatory and compliance obligations
- Stakeholder expectations and reputation
- Long-term sustainability and growth

Management Review & Integration Ethics, Compliance & Internal Assurance Framework

Senior management reviews and validates material topics. These are integrated into business strategy, risk management, sustainability planning, and performance monitoring



Material Topics Identified

GRI 3



- Renewable energy adoption
- Water conservation and wastewater management
- Waste management and circular economy initiatives
- Sustainable sourcing of raw jute
- Carbon emissions reduction and biodiversity protection



- Employee health and safety
- Fair labour practices and workers' rights
- Skill development and career progression
- Community welfare and local employment



- Ethical business conduct and anti-corruption
- Supply chain transparency and supplier compliance
- Regulatory and statutory compliance
- Product quality, safety, and certifications
- Accountability through audits and reporting

Management of Material Topics (GRI 3-5)

Ganges Jute manages material ESG topics through defined policies, operational controls, and monitoring systems. Key measures include renewable energy transition plans, water and waste reduction initiatives, supplier audits, employee safety programmes, ethical governance controls, and regular internal and external reviews. Progress is monitored through sustainability dashboards, audits, and annual management reviews to ensure continuous improvement and alignment with stakeholder expectations





Ethics and Compliance



Ethics Policy

Policy Statement:

At Ganges Jute Pvt Ltd, we believe that ethical business practices are fundamental to our long-term success and sustainability. Our commitment to ethics goes beyond mere compliance; it is the cornerstone of our corporate culture and a key driver of our business strategy. By maintaining the highest standards of integrity, we build trust with our stakeholders, enhance our reputation, mitigate risks, and create a positive impact on society.

Policy Statement:

Establishes 2022 as the Baseline year for measuring progress and achievements in our sustainability initiatives



Integrity in Business Practices and Anti-Corruption Measures:

Qualitative Target:

- We plan to implement an AI-powered transaction monitoring system by 2030, capable of detecting 95% of potential corrupt practices in real-time.

Quantitative Targets:

- We intend to obtain ISO 37001 Anti-Bribery Management System certification for all our operations by 2030, demonstrating our commitment to international best practices.



Ethical Dispute Resolution and Whistleblower Protection:

Qualitative Target:

- We intend to achieve a 95% resolution rate for reported ethical issues within 30 days by 2030, supported by a dedicated team of ethical investigators

Quantitative Targets:

- We aim to establish an independent Ethics Committee by 2030, comprising both internal and external experts, to oversee dispute resolution and ethical concerns.



Financial Transparency and Fraud Prevention:

Qualitative Target:

- We aim to implement an advanced AML (Anti-Money Laundering) screening system for all transactions by 2030, covering 100% of our financial operations.

Quantitative Targets:

- We intend to conduct comprehensive economic crime risk assessments annually, starting 2030, with a goal of mitigating 95% of identified high-risk areas within one year.



Economic Misconduct Prevention:

Qualitative Target:

- We aim to implement an advanced AML (Anti-Money Laundering) screening system for all transactions by 2030, covering 100% of our financial operations

Quantitative Targets:

- We aim to implement an advanced AML (Anti-Money Laundering) screening system for all transactions by 2030, covering 100% of our financial operations.



Fair Market Practices and Competition Ethics:

Qualitative Target:

- Qualitative Target: We intend to conduct annual antitrust audits starting 2030, with a target of zero competition law violations.

Quantitative Targets:

- We plan to achieve a 100% completion rate for antitrust training for all relevant employees by 2030, with annual refresher courses.



Data Integrity and Information Management:

Qualitative Target:

- We intend to reduce data quality issues by 80% by 2030, compared to 2024 through AI-powered data cleansing tools and continuous staff training.

Quantitative Targets:

- We intend to reduce data quality issues by 80% by 2030, compared to 2024 through AI-powered data cleansing tools and continuous staff training.



Intellectual Property Rights and Innovation Protection:

Qualitative Target:

- We intend to achieve zero IP infringement incidents by 2030, through rigorous monitoring and swift legal action when necessary.

Quantitative Targets:

- We plan to increase patent filings by 40% by 2030, fostering a culture of innovation while ensuring proper protection.



Digital Security and Privacy Safeguards:

Qualitative Target:

- We aim to implement a Zero Trust security architecture by 2030, covering 100% of our digital infrastructure.

Quantitative Targets:

- We plan to achieve ISO 27701 certification for privacy information management by 2030, ensuring best practices in data privacy.



Ethical Supply Chain Management:

Qualitative Target:

- We plan to implement a blockchain-based supply chain traceability system by 2030, ensuring transparency from raw material to end product.

Quantitative Targets:

- We aim to achieve 100% supplier adherence to our Ethical Supplier Code by 2030, conducting annual audits and providing support for improvement.



Integrated Ethical Governance, Risk and Data Safety Framework

GRI 2, GRI 205, GRI 418

Ethical Leadership & Governance (GRI 2-9, 2-12, 2-14)

At Ganges Jute Pvt. Ltd., ethical leadership forms the foundation of our governance and sustainability approach. The Board of Directors sets the tone at the top, ensuring integrity, accountability, and transparency across strategic and operational decisions.

The Board retains ultimate oversight of ethical conduct, governance effectiveness, and sustainability priorities, while senior management drives a culture of responsibility and ethical behavior throughout the organization. Ethical considerations are fully integrated into strategy, risk management, and leadership decision-making.

A structured governance framework defines clear expectations for directors and leadership, supported by conflict-of-interest safeguards and periodic governance reviews. Leadership communicates a zero-tolerance approach to corruption, bribery, and unethical practices. Through purpose-led governance, Ganges Jute Pvt. Ltd. strengthens stakeholder trust, enhances resilience, and enables long-term sustainable value creation.

Board Oversight & Governance Structure (GRI 2-9, 2-12, 2-13)

The **Board of Directors** holds ultimate accountability for ethics, anti-corruption, information security, and ESG governance. Governance expectations are set at the Board level, with approval of key frameworks and oversight of risk, compliance, and ethical performance.

Board-level committees oversee the effectiveness of internal controls, risk management, and ESG practices. Senior management implements approved policies, manages risks, and reports performance, incidents, and escalations, ensuring transparency and accountability.

Governance Structure:



Integrated Ethics & Information Governance

GRI 205-1, 205-2, 418-1

Ethical conduct and information protection are embedded into Ganges Jute Pvt. Ltd.'s governance system through structured policies, frameworks, and risk-aware programs. This ensures consistent decision-making, strengthens internal controls, and promotes responsible engagement across the value chain.

Ethical Governance & Compliance Control Framework (GRI 2-23, 2-24, 205-1, 414-1)

At Ganges Jute Pvt. Ltd., governance oversight and compliance controls are embedded across business operations to promote integrity, transparency, and effective risk management. The Company applies structured approval and review mechanisms for sensitive and material matters, including significant contracts, related-party transactions, discretionary expenditures, and financial commitments beyond defined thresholds, with oversight at appropriate management and senior leadership levels. Procurement practices emphasize fairness and transparency through competitive evaluation processes for higher-value purchases, while supplier onboarding incorporates risk-based checks, background validation, and alignment with ethical conduct expectations. Financial governance is supported through defined approval hierarchies, segregation of duties, dual authorization for payments, and periodic internal reviews, complemented by ongoing regulatory compliance assessments to monitor alignment with applicable laws, internal policies, and industry standards. Together, these controls support consistent decision-making, strengthen accountability, and reinforce the Company's commitment to ethical business conduct and responsible governance across its operations.

Ethics, Compliance & Internal Assurance Framework (GRI 2-23, 2-24, 205-1, 414-1)

At Ganges Jute Pvt. Ltd., ethical governance and compliance assurance are embedded within the Company's broader risk management and sustainability framework. The Company undertakes structured internal reviews and proportionate due diligence across its operations and key business relationships to identify potential ethical, legal, and operational risks, and to strengthen governance practices over time. Internal assessments are designed to evaluate the effectiveness of policies, processes, and controls related to ethical conduct, anti-corruption, information security, and responsible business practices, using a combination of policy reviews, process evaluations, management oversight, and employee-level interactions. In parallel, risk-based due diligence of suppliers and third-party partners supports alignment with the Company's ethical expectations, focusing on areas such as labor practices, environmental responsibility, and integrity in business conduct. Observations arising from these reviews are considered within internal governance mechanisms to guide corrective actions, enhance controls, and inform continuous improvement initiatives. Through this integrated approach, Ganges Jute Pvt. Ltd. reinforces accountability, transparency, and ethical behavior across its operations and value chain, supporting long-term business resilience and stakeholder trust.

Risk & Integrity Management

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

Risk management is integrated across all levels, ensuring ethical, operational, and information risks are systematically identified, assessed, and mitigated. This approach strengthens transparency, internal controls, and informed decision-making.

➤ Ethics & Anti-Corruption Risks:

Risk management is integrated across all levels, ensuring ethical, operational, and information risks are systematically identified, assessed, and mitigated. This approach strengthens transparency, internal controls, and informed decision-making.

➤ Information Risks:

Information-related risks are assessed across operations and third-party engagements. Preventive controls, monitoring, and responsive measures safeguard confidential and stakeholder information, while risk insights inform strategic planning and continuous improvement.

Organizational Resilience:

Embedding risk-aware practices into governance and operations reinforces stakeholder trust, accountability, and long-term sustainability.

Speak-Up & Accountability (GRI 2-23, 2-24, 205-1, 414-1)

Ganges Jute Pvt. Ltd. fosters a **culture of transparency** where employees, partners, and stakeholders can report concerns related to **Anti-corruption, Fraud, Anti-Money laundering, Conflict of interest and information security**.

Dedicated channels enable secure and confidential reporting, with clear protections against retaliation. All reports are investigated impartially and addressed promptly. By integrating ethical and information security reporting into a unified framework, the Company strengthens governance, accountability, and responsible behavior across all levels.

Leadership & Integrity Development (GRI 205-2, GRI 2-23)

Ethical behavior and responsible leadership are reinforced through structured learning and development initiatives. Employees and leaders gain the knowledge and skills to navigate ethical challenges, anti-corruption, maintain integrity, and safeguard sensitive information.

Continuous programs cultivate a culture of accountability, ensuring that ethical principles, risk awareness, and information protection practices are consistently applied. Leaders are empowered to model integrity, reinforce standards, and guide teams in responsible decision-making, building long-term stakeholder trust.



Incident Management & Recovery

GRI 418-1

Ganges Jute Pvt. Ltd. maintains a structured approach to incident detection, response, and corrective action, ensuring disruptions are addressed effectively and promptly.

Mechanisms are in place to detect and evaluate operational and information security events, minimizing impact while enabling timely remediation. Lessons learned drive improvements in processes, controls, and preventive measures, fostering continuous enhancement.

By integrating incident management with corrective action, the Company strengthens resilience, accountability, and consistent application of ethical and information security standards.

Ethical Governance & Compliance Control Framework

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
# of Complaints reported on Corruption & Bribery	0	0	0	0	0/

Ethics KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Percentage of total workforce trained on business ethics issues (%)	100%	100%	100%	100%	100%/
Number of whistleblower reports received	NIL	NIL	NIL	NIL	NIL/





Environmental Stewardship

Environmental Policy

Ganges Jute PvtLtd is committedto protecting theenvironment, promoting sustainable jute cultivationand processing, andextending our eco-friendlymindset across theentire supply chain. Thiscommitment is notonly an importantsocial responsibility butalso creates value for our business, customers, stakeholders, and employees.

Jute's Journey to Sustainability: A Ganges Jute Commitment:

Establishes 2022 as the Baseline year for measuring progress and achievements in our sustainability initiatives.

1

Water usage reduction and recycling:

Qualitative Target:

- Implementing water usage reduction and recycling measures in all operations.

Quantitative Targets:

- We intendto implement arainwater harvesting system,meeting 25% ofour water needs from this sustainable source by 2030.

2

Renewable energy and energy efficiency:

Qualitative Target:

- Adopting renewableenergy sources andimplementing energy efficiencymeasures to reduce our carbon footprint.

Quantitative Targets:

- We plan to transition 100% of our process heating to biomass-based systems, utilizing jute waste as fuel by 2030.

3

Greenhouse gas (GHG) reduction:

Qualitative Target:

- We intend toachieve carbon neutralityfor our administrative operationsby 2030, through acombination of emissionsreduction initiatives andinvestment in verified carbon offset projects.

Quantitative Targets:

- We plan to reduce our Scope 3 emissions by 15% by 2030, through optimized logistics and the implementation ofa supplier engagementprogram focused onemissions reduction.

4

Waste minimization and recycling:

Qualitative Target:

- Minimizing waste generation and promoting recyclingthroughout our operations and supply chain.

Quantitative Targets:

- We intend to reduce packaging waste by 30% by 2030, through the implementation of reusable packaging solutions and biodegradable alternatives.

5

Biodiversity support:

Qualitative Target:

- We planto establish aseed bank preserving100 native jutevarieties by 2030, supporting genetic diversity and resilience in jute cultivation.

Quantitative Targets:

- We intend to implement agroforestry practices on 20% of our contracted farming land, enhancing biodiversity and providing additional income streams for farmers by 2030.

6 Contamination management:

Qualitative Target:

- We plan to achieve zero soil contamination incidents by 2030, through the implementation of advanced containment systems.

Quantitative Targets:

- We intend to reduce chemical spills by 95% by 2030, through the adoption of automated dosing systems and staff training in best practices for chemical handling.

7 Air pollution reduction:

Qualitative Target:

- We plan to eliminate all ozone-depleting substances from our operations by 2030, through the adoption of natural refrigerants and eco-friendly cleaning processes.

Quantitative Targets:

- We intend to reduce odor emissions by 60% by 2030, through the installation of bio-filtration systems and the optimization of our waste treatment processes.

8 Noise pollution minimization:

Qualitative Target:

- We intend to implement a noise mapping and monitoring system, allowing real-time adjustments to maintain noise levels below 60 dB at our facility boundaries by 2025.

Quantitative Targets:

- We plan to achieve a 50% reduction in noise-related complaints from neighbouring communities by 2030, through strategic equipment placement and the creation of green buffer zones.

9 Responsible raw material and chemical management

Qualitative Target:

- Managing raw materials and chemicals responsibly, including the use of eco-friendly dyes and chemicals.

Quantitative Targets:

- We intend to develop a proprietary eco-friendly jute softener, reducing chemical usage by 50% in our softening process by 2030.

10 Environmentally friendly product development:

Qualitative Target:

- Developing products that have minimal environmental impact during their use phase

Quantitative Targets:

- We plan to launch a range of jute-based biodegradable alternatives to single-use plastics, capturing 5% of the eco-friendly packaging market by 2030.

11 Customer health and safety:

Qualitative Target:

- We plan to implement a real-time traceability system allowing customers to track the entire lifecycle of their jute products from farm to shelf by 2030.

Quantitative Targets:

- We aim to achieve zero product recalls and 100% compliance with international safety standards by 2030, through the implementation of AI-powered quality control systems and enhanced traceability using blockchain technology.

12
Promoting sustainable consumption:

Qualitative Target:

- IWe intend tolaunch a consumereducation app providinginformation on the environmental benefits of jute and proper product care, reaching 1 million active users by 2030.

Quantitative Targets:

- We aim to grow jute product market share by 30% and educate 1 million consumers on its benefits by 2030 through digital campaigns and eco-retailer partnerships.

13
Green-path Advocacy:

Qualitative Target:

- Promoting sustainableconsumption by advocatingfor jute asan environmentally friendly alternative to synthetic materials.

Quantitative Targets:

- We provide suppliers and customers with tools and training to cut energy, water, GHG emissions, and waste, fostering sustainability across our supply chain by 2030.

Review Mechanism:

An annual review evaluates progress on sustainability goals, highlighting achievements, challenges, and areas for improvement.

1

Environmental Management & Preparedness

GRI 2| GRI3| GRI 140| GRI 303| GRI 306

Environmental Governance, Risk & Preparedness (GRI 3-3, 2-25, 2-23)

At Ganges Jute Pvt. Ltd., environmental stewardship is guided by a governance-led strategy that prioritises risk anticipation, preparedness, and operational control. Operating in a resource-sensitive manufacturing environment, the Company identifies potential environmental risks early and strengthens readiness to manage unexpected events, safeguarding natural resources and surrounding ecosystems. Environmental responsibilities and escalation mechanisms are integrated into operational oversight, ensuring consistent implementation across all sites.

Proactive Environmental Risk Identification (GRI 3-3, 304-2)

Environmental risks are reviewed periodically to evaluate potential impacts from manufacturing activities, site conditions, and external factors. These assessments support informed planning and prioritisation of mitigation measures based on relative risk and operational exposure. Particular emphasis is placed on water-related risks, recognising water as a critical input for jute processing. Regional water availability, seasonal variability, and local stress conditions are assessed, with outcomes guiding conservation initiatives, operational planning, and efficiency improvements.

Emergency Preparedness & Incident Response (GRI 2-25, 306-3)

Preparedness for environmental incidents is embedded in operational management. Response procedures address unforeseen events that could impact soil, water, or air quality, including accidental spills.

- Prompt containment and mitigation of incidents
- Availability of spill control and response materials at operational areas
- Clear roles, responsibilities, and escalation pathways
- Employee awareness of emergency actions and reporting

Integration into Decision-Making (GRI 3-3)

Insights from risk reviews and preparedness exercises are integrated into daily operations and continuous improvement initiatives. By embedding risk awareness into its core environmental strategy, Ganges Jute Pvt. Ltd. strengthens operational resilience, and supports long-term sustainability.



Resource Efficiency & Process Optimisation

GRI 3 | GRI 301 | GRI 302 | GRI 305

Efficiency as a Core Level of Environmental Performance (GRI 3-3, 301-2)

Resource efficiency is treated as a foundational operational discipline rather than a downstream environmental response. By optimising processes and material inputs at source, Ganges Jute Pvt. Ltd. reduces environmental footprint, improves cost efficiency, and strengthens long-term operational resilience.

Process Optimisation & Responsible Material Use (GRI 301-1, 301-2)

Manufacturing and finishing processes are periodically reviewed to identify opportunities for reducing material intensity without compromising product quality. SOPs and process controls minimise unnecessary consumption of chemicals, consumables, and auxiliary materials. Key practices include:

- ◆ Optimising production sequencing and controlling chemical dosing
- ◆ Transitioning to reusable tools, containers, and handling aids
- ◆ Refining cleaning and maintenance practices to reduce water, chemical, and material inputs
- ◆ Introducing automation and controlled dispensing systems, where operationally feasible

Preference for Eco-Efficient & Bio-Based Inputs (GRI 301-2, 305-5)

Where operationally feasible, the Company prioritises eco-efficient and bio-based materials to reduce reliance on petroleum-based or high-impact substances. Initiatives include:

- Adoption of plant-derived or biodegradable lubricants
- Use of low-toxicity cleaning agents and solvent alternatives
- Preference for renewable or biodegradable materials in handling and logistics

Safer Substitution of Hazardous Substances (GRI 3-3, 305-7)

Opportunities to replace hazardous substances with safer alternatives are actively evaluated. Key focus areas include:

- Phasing out high-toxicity or volatile substances
- Shifting toward low-emission, non-chlorinated, or water-based agents
- Continuous review of chemical inventories for substitution opportunities

Embedding Efficiency into Operations (GRI 3-3)

Resource efficiency and safer material use are incorporated into training, operational decisions, and improvement programs, strengthening environmental performance and competitiveness.





Integrated Water Stewardship & Wastewater Management

GRI 3 | GRI 303

Strategic Approach to Water Management (GRI 303-1, 303-2)

Recognising water conservation and responsible resource use as material priorities, Ganges Jute Pvt. Ltd. manages water through a structured and forward-looking stewardship framework. This approach integrates risk awareness, operational efficiency, reuse practices, and regulatory compliance, ensuring long-term water security and sustainable production.

The Company's water management strategy is guided by stakeholder expectations, site-specific risk considerations, and continuous performance evaluation, supporting resilience across its value chain.

Water Risk Assessment and Planning (GRI 303-1, 303-2)

In line with its material focus on environmental protection, the Company periodically reviews site-level water availability, seasonal variability, and exposure to regional water stress. These assessments inform sourcing decisions, infrastructure planning, and contingency measures.

Risk insights are incorporated into operational planning to strengthen preparedness, safeguard local water resources, and enhance adaptive capacity under changing climatic conditions.

Water Accounting, Audits, and Performance Monitoring (GRI 303-3, 303-5)

Comprehensive water accounting systems enable transparent monitoring of withdrawal, consumption, and discharge across operations. Periodic internal reviews and audits support the identification of inefficiencies and improvement opportunities.

Process-level data is analysed to strengthen consumption controls in production, washing, and cleaning activities, contributing to informed decision-making and continuous optimisation.

Operational Water Efficiency and Process Optimisation (GRI 303-5)

Water efficiency is embedded within daily operations through systematic process optimisation and equipment management. Key practices include:

- Optimisation of washing and cleaning cycles
- Flow regulation and sequencing controls
- Preventive maintenance of water-intensive machinery
- Adoption of water-saving methods in treatment and processing activities

These measures support reduced water intensity while maintaining product quality and operational reliability.

Water Recycling, Reuse, and Alternative Sources (GRI 303-3, 303-5)

To enhance resource circularity, Ganges Jute progressively integrates water reuse and alternative sourcing practices within its facilities. Treated and reclaimed water is utilised for auxiliary applications such as cleaning, gardening, and non-critical operations.

Rainwater harvesting systems capture seasonal precipitation for operational use and groundwater recharge, contributing to reduced dependence on external water supplies and improved site resilience.

Operational Water Efficiency and Process Optimisation (GRI 303-3, 303-5)

Wastewater generated from manufacturing and utility processes is systematically collected, treated, and monitored prior to discharge or reuse. Standard operating procedures govern handling, treatment, and disposal practices.

Effluent quality is periodically evaluated through internal controls and external laboratory testing to ensure compliance with applicable environmental regulations and safeguard surrounding ecosystems.



Key Performance Indicators – Water Stewardship & Wastewater

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Total Water consumption (in Cubic Meter / Year)	305	315	350	280	259.25 /
Total amount of water recycled and reused (in Kilo Litres / Year)	0	0	160	150	250 /
Total Rain Water Harvested (in Kilo Litres / Year)(Target / Actual)	1664	1664	2500	3250	1414 /
% of People Trained on Water Efficiency	100 %	100 %	100 %	100 %	100%/



Circular Waste Management & Resource Efficiency

GRI 306 | GRI 301

Strategic Approach to Circularity and Responsible Resource Management (GRI 306-2, 306-3, 301-2)

In line with its materiality assessment outcomes, Ganges Jute Pvt. Ltd. recognises waste management, material efficiency, and responsible resource use as critical priorities for sustainable operations, regulatory compliance, and long-term business resilience.

The Company approaches waste and resource management as an integral component of operational excellence and environmental stewardship. By embedding circular economy principles within production systems, Ganges Jute strengthens internal efficiency, reduces environmental impact, and supports value creation across its manufacturing processes.

This strategy integrates material flow visibility, process optimisation, employee engagement, and performance monitoring to promote continuous improvement and responsible manufacturing

Understanding Material Flows and Waste Generation Patterns (GRI 306-2)

Effective circular resource management begins with comprehensive visibility of material movements throughout operations. Waste streams are systematically assessed to identify their source, composition, volume, and destination.

Material flows are monitored from generation through segregation, reuse, recovery, external processing, and final disposal. This structured mapping enables

- ◆ Identification of loss points and inefficiencies
- ◆ Prioritisation of reduction opportunities
- ◆ Strengthening of regulatory compliance, chemical, and material inputs
- ◆ Support for data-driven decision-making

These practices reflect the Company’s material focus on transparency, operational control, and environmental risk management.

Waste Reduction through Process Optimisation and Internal Reuse (GRI 306-2)

Reducing waste at source remains a core operational priority. Production systems are designed to minimise material losses through disciplined planning, equipment calibration, and standardised handling practices.

Key initiatives include:

- Improved production scheduling to reduce rejects and off-cuts
- Optimisation of raw material utilisation
- Reduction of single-use packaging
- Recovery of process by-products
- Repair, refurbishment, and repurposing of usable components

Recoverable materials such as jute residues, packaging, and consumables are channelled back into internal or secondary applications wherever feasible. These practices support cost optimisation, resource security, and alignment with materiality priorities related to efficiency and climate resilience.

Recovery, Segregation, and Responsible Waste Processing (GRI 306-3)

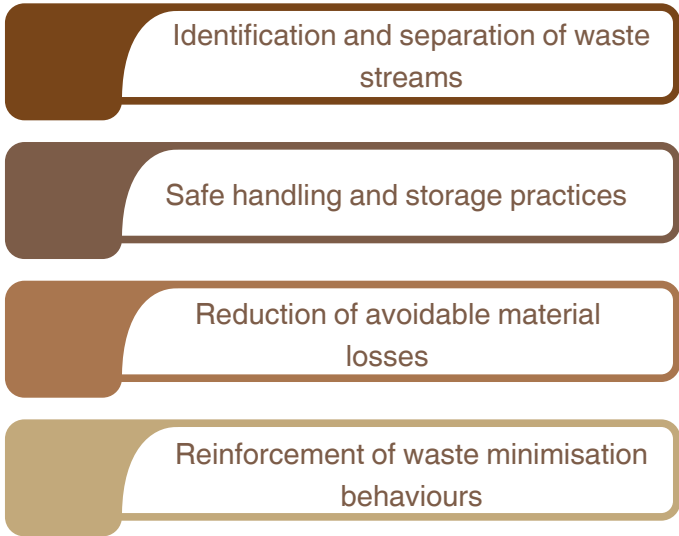
Waste is segregated at source based on material characteristics and treatment requirements. Clearly defined collection systems, storage arrangements, and handling protocols ensure safe and efficient management across operational areas. Waste streams are managed under structured arrangements covering:

- Recyclable and reusable materials
- Non-recyclable residues
- Hazardous and regulated waste

Authorised external partners support treatment and recovery where internal processing is not feasible. This approach ensures traceability, regulatory alignment, and responsible end-of-life management, reinforcing the Company’s commitment to environmental protection and community well-being.

Employee Engagement and Capacity Development (GRI 306-2)

Employee awareness and participation are central to effective waste management and circularity. In line with materiality priorities on workforce capability and operational integrity, Ganges Jute implements structured training and engagement programmes.



These programmes strengthen accountability, embed sustainability principles in daily operations, and foster a culture of continuous improvement.

Integration with Hazardous Waste and Chemical Management (GRI 308 | GRI 403)

High-risk and hazardous waste streams are managed through dedicated governance and control frameworks, reflecting the Company’s material focus on health, safety, and environmental compliance.

Protocols govern:

- Identification and classification of hazardous materials
- Secure storage and containment
- Controlled handling and transport
- Emergency preparedness
- Authorised treatment and disposal

Specialised training enhances employee competence in managing chemical risks and reinforces safe operational practices. This integrated approach safeguards workforce health and protects surrounding ecosystems.

Monitoring, Performance Review, and Governance

Waste and resource efficiency performance is monitored through internal management systems, audits, and periodic reviews. Key indicators related to waste generation, diversion, and recovery are analysed to identify trends, risks, and improvement opportunities.

Findings inform:

- Operational planning
- Capital investment decisions
- Process upgrades
- Vendor selection
- Training priorities

Oversight is coordinated through cross-functional collaboration involving Operations, EHS, Engineering, Procurement, and Compliance teams, ensuring strong governance and accountability.



Key Performance Indicators – Waste & Circular Resource Use

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Total Waste Generated (MT)	43.994	42.003	41.12	40.46	37.394
Waste Diverted from Landfills (%)	100 %	100 %	100 %	100 %	100 %

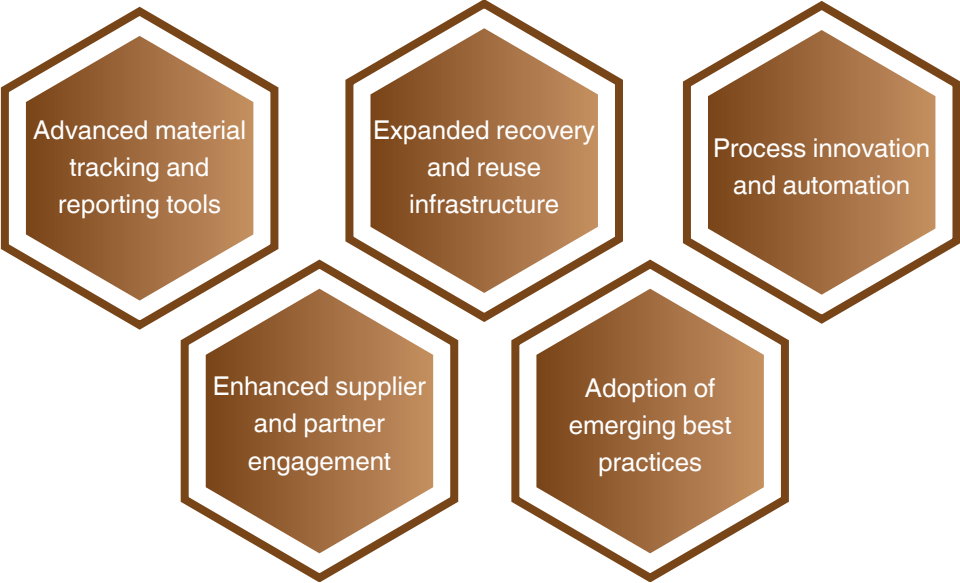
Key Performance Indicators – Waste & Circular Resource Use

This framework reflects the Company’s stakeholder-led materiality assessment, which identifies resource efficiency, waste reduction, regulatory compliance, environmental protection, and operational resilience as key sustainability priorities.

By strengthening internal circularity, improving material recovery, and embedding responsible waste practices, Ganges Jute addresses material risks and opportunities while enhancing long-term competitiveness and stakeholder trust.

Key Performance Indicators – Waste & Circular Resource Use

Ganges Jute will continue to strengthen its circular resource management systems through:
Future initiatives will focus on increasing internal reuse potential, improving real-time performance monitoring, and supporting climate-resilient and resource-efficient growth.



5

Advancing Climate Resilience and Energy Efficiency

GRI 302 | GRI 305 | GRI 404

Building Energy and Climate Awareness (GRI 404-2)

Ganges Jute recognizes employee engagement as a key driver of environmental performance. Structured awareness and capacity-building initiatives are conducted to strengthen understanding of energy conservation, climate-related risks, and responsible resource use. These initiatives focus on operational best practices, energy-saving behaviours, and alignment with the Company’s environmental objectives. Periodic workshops, internal communications, and skill development programs support continuous improvement in climate action across functions.

Advancing Renewable Energy Adoption (GRI 302-1)

In line with its material priority on renewable energy adoption, the Company continues to explore opportunities for integrating clean energy sources into its operations. Strategic assessments are undertaken to evaluate the technical and commercial feasibility of renewable energy procurement and on-site generation. These efforts support the Company’s long-term objective of reducing dependency on conventional energy sources and enhancing its environmental footprint.

Strengthening Carbon Management Practices (GRI 305-1, GRI 305-2, GRI 305-3)

Ganges Jute adopts a measured approach toward carbon management, focusing on monitoring emissions and evaluating mitigation options. The Company reviews emerging market mechanisms, including verified carbon offset programs, afforestation initiatives, and renewable energy-based projects, as part of its broader climate strategy. These evaluations inform future decisions on voluntary carbon compensation and emissions balancing measures.

Monitoring Energy and Emissions Performance (GRI 302-1, GRI 305-1, GRI 305-2, GRI 305-3)

Regular assessments are conducted to enhance visibility into energy consumption and greenhouse gas emissions across manufacturing and administrative facilities. Internal reviews and third-party evaluations support the identification of efficiency opportunities, operational risks, and potential emission reduction pathways. Audit findings are integrated into planning processes and investment decisions.

Enhancing Efficiency through Technology Modernisation (GRI 302-4)

Improving energy efficiency remains a strategic priority. The Company continuously reviews its production systems and equipment to identify opportunities for modernization and optimization. Investments are directed toward technologies that support reduced energy intensity, improved process reliability, and enhanced environmental performance. Equipment upgrades and process improvements are implemented progressively, aligned with operational requirements and industry benchmarks.

Optimising Thermal Energy and Resource Utilisation (GRI 302-4)

Ganges Jute evaluates opportunities for resource optimization through advanced energy systems, including waste heat recovery and cogeneration solutions. Technical studies and feasibility assessments are undertaken to understand the potential for recovering residual energy from operations. These initiatives aim to strengthen long-term energy resilience and operational efficiency.

Transitioning toward Cleaner Fuel Solutions (GRI 302-1, GRI 305-1)

As part of its carbon reduction roadmap, the Company reviews fuel usage patterns and evaluates alternatives with lower emission intensity. Transition strategies are guided by operational feasibility, regulatory developments, and environmental performance considerations. Gradual integration of cleaner fuel options supports the Company’s commitment to responsible energy management.

Managing Transportation and Mobility Emissions (GRI 305-3)

The Company implements measures to manage emissions associated with logistics and employee mobility. Operational planning incorporates route optimization, vehicle maintenance protocols, and fuel efficiency considerations. Where feasible, cleaner transportation options and digital coordination tools are encouraged to enhance logistics efficiency and reduce environmental impact.

Ganges Jute monitors energy use, emissions, and climate initiatives through cross-functional reviews and stakeholder feedback, embedding sustainability into operations. Aligned with its priorities on renewable energy, carbon reduction, and sustainable production, the Company continuously strengthens its climate management framework for long-term environmental resilience.

Greenhouse Gas (GHG) (Carbon Footprint or intensity) KPI:

Scope 1 GHG Emissions KPI (GRI 305-1: Direct GHG Emissions)

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Scope 1 GHG (tCO ₂ eq)	28.58	36.45	33.01	25.82	23.63 /
% of People Trained on GHG	100%	100%	100%	100%	100%

Scope 2 GHG Emissions KPI (GRI 305-2: Indirect Energy Emissions)

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Scope 2 GHG (tCO ₂ eq)	11.69	13.75	8.84	12.25	7.56 /
GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue)	0.20	0.234	0.112	0.105	0.17 /

Scope 3 GHG Emissions KPI
(GRI 305-3: Other Indirect Emissions)

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Scope 3 GHG (tCO ₂ eq)	1,273.63	2,765.73	6,450.10	1,190	143.99 /
Scope 3 Downstream GHG Emissions (tCO ₂ eq)	13.63	13.43	13.10	13.12	11.60 /

Energy KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Total Energy consumption (in Kwh) (Target / Actual)	12540	14630	13,950	12,865	10659 /
Renewable Energy against Total Energy (%)	0 %	0 %	0 %	0 %	40 %
Energy Intensity (Kwh/Revenue)	66.35	73.15	0.01003	55.25	56.39 /



Emissions, Air Quality & Environmental Nuisance Control

GRI 305 | GRI 403

Strategic Approach to Air Quality and Environmental Protection

Recognising air emissions, environmental health, and community well-being as material priorities, Ganges Jute Pvt. Ltd. manages its atmospheric and operational impacts through a preventive and systems-based environmental management framework. This approach integrates process optimisation, infrastructure controls, monitoring mechanisms, and continuous improvement practices to minimise adverse effects on ambient air quality and surrounding ecosystems.

The Company’s emission management strategy is guided by regulatory requirements, site-specific risk considerations, and stakeholder expectations, ensuring responsible operations and long-term environmental resilience.

Strategic Approach to Air Quality and Environmental Protection

Emission prevention remains central to operational planning and process design. Production systems and workflows are structured to minimise pollutant generation at the source and enhance overall process stability.

Key focus areas include:

- Optimisation of production parameters to reduce fugitive emissions
- Deployment of energy-efficient and well-maintained equipment
- Controlled handling, storage, and movement of raw materials
- Integrated logistics planning to manage vehicular movements
- Continuous refinement of operational practices

These measures support the reduction of dust, particulate matter, combustion-related emissions, and other local environmental disturbances.



Particulate Matter and Dust Control Management

Effective management of dust and particulate emissions is embedded within daily operational practices. Engineering controls and housekeeping systems are implemented to limit airborne particulates and maintain clean production environments.

Operational measures include:

- Localised dust extraction and collection systems
- Enclosed material transfer and processing pathway
- Periodic water sprinkling and wet cleaning practice
- Preventive maintenance of filtration and control equipment
- Structured inspection and verification routines

These controls contribute to improved workplace conditions and reduced off-site environmental impacts.

Process Containment and Closed-System Management

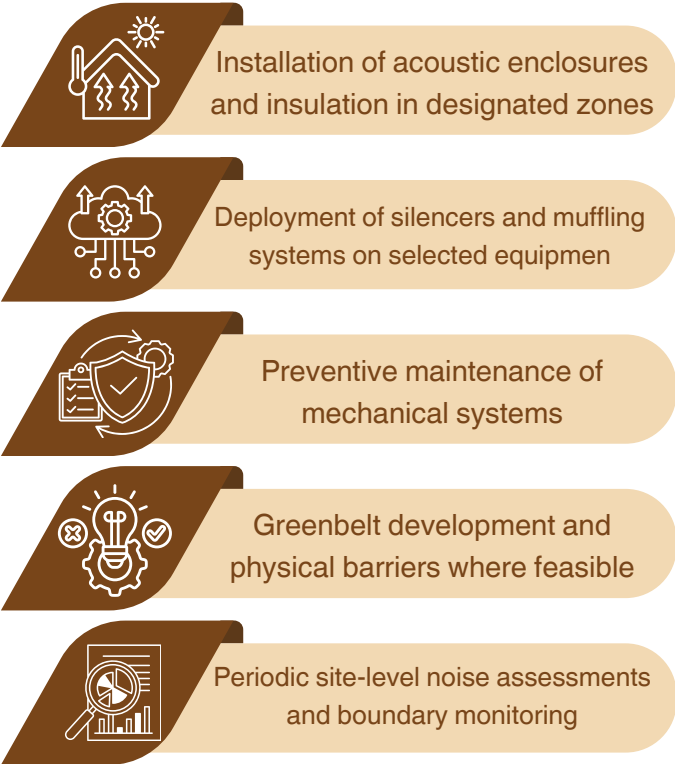
Where technically and operationally appropriate, enclosed and closed-circuit systems are deployed to enhance emission containment and material recovery. Process containment solutions support controlled handling of by-products and gaseous emissions, reducing dispersion risks and improving resource efficiency.

System performance is periodically reviewed to ensure operational integrity and alignment with environmental objectives.

Noise Management and Acoustic Environment Control

Operational noise is managed through a combination of engineering controls, equipment selection, and monitoring mechanisms. The Company adopts a preventive approach to minimise noise-related disturbances to employees and neighbouring communities.

Key elements include:



These measures support compliance with applicable standards and promote a balanced acoustic environment.

Odour Prevention and Airflow Management

Odour generation risks are addressed through structured storage practices, ventilation systems, and process controls. Material handling and storage areas are designed to minimise stagnation and enhance airflow.

Operational arrangements include:

- Segregated and enclosed storage facilities
- Localised exhaust and ventilation systems
- Regular inspection of emission-prone processes
- Maintenance of air circulation infrastructure

These practices support a clean working environment and minimise potential off-site nuisance.

Low-Impact Logistics and Traffic Management

Recognising the contribution of logistics to local emissions and congestion, the Company integrates transportation planning within its environmental management framework.

Operational initiatives include:

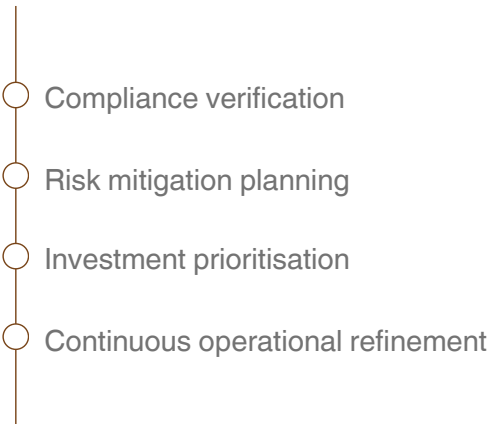
- Route optimisation and scheduling coordination
- Consolidation of material movements
- Deployment of digital tracking systems
- Maintenance of transport fleets
- Engagement with logistics partners

These measures enhance fuel efficiency, reduce congestion risks, and improve supply chain reliability.

Monitoring, Compliance, and Performance Review

Environmental performance related to air emissions, noise, and nuisance parameters is monitored through internal management systems and periodic third-party assessments. Key indicators are reviewed to identify trends, risks, and improvement opportunities.

Monitoring activities support:



Findings are integrated into management reviews and operational decision-making processes.

Low-Impact Logistics and Traffic Management

Oversight of emissions and environmental nuisance management is coordinated through cross-functional collaboration involving Environmental, Health and Safety, Operations, Engineering, and Compliance teams.

Employee training and awareness programmes strengthen understanding of emission control practices, equipment handling, and environmental responsibilities. These initiatives promote accountability and reinforce environmental stewardship across operational levels.

7

Product Stewardship & Eco-Design

GRI 301 | GRI 416

Life-Cycle Responsibility

(GRI 416-2, 301-2)

Ganges Jute Pvt. Ltd. recognises product responsibility, resource efficiency, and environmental performance across the value chain as key priorities for sustainable growth and stakeholder confidence.

Environmental stewardship extends beyond manufacturing operations to encompass product design, operational processes, use, durability, and end-of-life considerations. Eco-design principles are systematically integrated into product development, material selection, and performance evaluation to minimise environmental impacts while maintaining quality and functionality.

This life-cycle-oriented approach supports responsible consumption, regulatory alignment, operational resilience, and long-term value creation.

Environmental Impact Assessment

(GRI 301-2)

To strengthen understanding of product-related environmental impacts, the Company undertakes structured assessments covering material sourcing, production, use, and disposal phases.

These evaluations consider:

- Resource and energy consumption
- Durability and service life
- Emissions and material losses during use
- Potential impacts on air, water, and ecosystems
- Chemical and process-related environmental risks

Findings from these assessments inform continuous improvements in material efficiency, process optimisation, and product specifications. This analytical approach supports informed decision-making and strengthens environmental performance.



Resource-Efficient Design

(GRI 301-2)

Eco-design is central to reducing resource intensity and enhancing product longevity. Product development and production processes prioritise designs and technologies that deliver consistent performance with lower material, chemical, and auxiliary input requirements.

Key focus areas include:

- ◆ Optimisation of fibre strength and weave structure
- ◆ Reduction of material wastage
- ◆ Automated and precision dispensing systems
- ◆ Reusable operational tools and containers
- ◆ Efficient cleaning and processing techniques
- ◆ Reduced dependency on consumables
- ◆ Improved resistance to wear and deformation

Continuous process refinement and equipment upgrades reduce material consumption, enhance efficiency, and lower environmental footprints.

Responsible Use and Care

(GRI 301-2)

Product-related information supports customers in maximising performance and longevity while minimising environmental impact. Usage, handling, and maintenance guidance promotes efficient resource utilisation and prevents premature degradation.

These practices encourage:

- Appropriate storage and handling
- Optimal washing and maintenance
- Prevention of material damage
- Reduced resource consumption
- Environmentally compatible cleaning

This approach strengthens product value and supports circular consumption.

Fibre Integrity Management

(GRI 301-2)

Ganges Jute continuously enhances product construction and finishing techniques to improve structural integrity and reduce material degradation.



Design and treatment practices focus on:

- Improved yarn quality and binding strength
- Higher fabric density and cohesion
- Abrasion-resistant finishing
- Reinforced high-stress zones
- Enhanced fibre stability

These measures minimize fibre shedding and improve long-term durability.



Chemical and Emissions Control (GRI 301-2)

Material selection, finishing treatments, and operational inputs are evaluated to limit emissions and chemical risks. Preference is given to low-impact, bio-based, and stable material systems.

Key considerations include:

- Low-VOC and low-toxicity treatments
- Safer material substitutions
- Controlled application and storage
- Standardised labelling systems
- Secure transportation procedures
- Regulatory compliance
- Review of renewable alternatives

Operational processes are regularly reviewed to minimise the use and release of high-risk substances.

Material Recovery and Reuse (GRI 301-2)

The Company promotes systematic recovery and reuse of operational materials through structured collection and reintegration systems.

Practices include:

Reuse of fibre and fabric residues

Reprocessing of packaging

Solvent filtration and reuse

Authorised material diversion

These initiatives enhance internal circularity and material productivity.

Environmental Risk Preparedness (GRI 416-2)

Environmental risk management systems address incidents related to chemical handling and storage. Emergency preparedness measures protect soil, water, and air quality.

Key measures include:

- Emergency response procedures
- Spill-control systems
- Safety inspections and drills
- Performance reviews
- Continuous system upgrades

These systems ensure operational readiness and environmental protection.

Workforce Capability (GRI 416-2)

Employees receive structured training on safe handling, storage, and application of process materials.

Capacity-building initiatives include:

- Refresher programmes
- Safety workshops
- Technical briefings
- Performance assessments
- Certification programmes

This strengthens organisational competence and promotes responsible operations.

Safe Treatment and Disposal (GRI 301-2)

Specialised systems ensure the treatment, neutralisation, and disposal of hazardous substances through authorised service providers.

Protocols include:

- Waste management procedures
- Licensed disposal arrangements
- Regulatory certifications
- Periodic audits

These measures prevent environmental contamination.



Innovation and Improvement

Product and process development is supported by regular testing, reviews, and technical evaluations.

Innovation efforts focus on:

Material efficiency

Durability enhancement

Reduced chemical intensity

Customer-focused solutions

Pollution prevention

Continuous feedback strengthens adaptive capacity and competitiveness



Key Performance Indicators – Product Responsibility & Eco-Design

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	100%	100%	100%	100%	100% /
% of Sustainable Sourcing of Raw material	5%	12%	15%	25%	25% /



Product Use, Longevity & Consumer Information

GRI 417

Integrated Approach to Responsible Product Use (GRI 417-1, 417-2)

In line with its materiality assessment, Ganges Jute Pvt. Ltd. recognises customer well-being, product safety, and responsible consumption as key components of sustainable value creation. The Company promotes informed product use and maintenance practices to enhance durability, minimise environmental impact, and support long-term customer satisfaction.

Clear and accessible guidance is provided to enable responsible handling, optimal performance, and extended product life, reinforcing resource efficiency and circularity objectives.

Efficient Use, Storage, and Maintenance Guidance (GRI 417-1)

Product-related information supports customers in adopting efficient use and care practices that reduce unnecessary consumption of water, energy, and auxiliary materials.

Key areas of guidance include:

- Appropriate storage and handling conditions
- Recommended washing and maintenance procedures
- Practices to prevent premature wear and damage
- Use of mild and environmentally compatible cleaning methods

These measures help maintain product quality while reducing reliance on aggressive cleaning agents and excessive resource inputs.



Consumer Health, Safety, and
Awareness Framework
(GRI 417-1)

Ganges Jute places strong emphasis on transparent communication related to product safety and user well-being. Information on safe handling, hygiene practices, and potential sensitivities is shared through product literature, digital platforms, and customer engagement initiatives.

This approach supports:

- Awareness of appropriate product use
- Prevention of avoidable health-related concerns
- Promotion of safe and hygienic practices
- Strengthened customer confidence and trust

Ongoing review of communication materials ensures alignment with evolving regulatory standards and stakeholder expectations.

Control of Product Emissions and
Material Safety
(GRI 417-1)

Material selection and finishing processes are designed to limit emissions and enhance user comfort during product use. Preference is given to stable formulations and low-impact treatments that support indoor air quality and minimise sensory irritation risks.

Operational controls include:

- Careful evaluation of treatment chemicals
- Controlled application processes
- Continuous monitoring of product performance
- Periodic assessment of alternative low-emission materials

These practices reflect the Company’s commitment to health protection, environmental responsibility, and regulatory compliance.

Value Chain Engagement and Shared
Responsibility
(GRI 417-1)

Responsible product use is promoted as a shared commitment between Ganges Jute and its customers. Durability-focused design, transparent information, and safety guidance reinforce responsible consumption patterns throughout the product life cycle.

Collaborative engagement with distributors and end users supports consistent messaging on:

- Product care and longevity
- Safe handling practices
- Environmental considerations during use
- Resource-efficient maintenance

This integrated approach strengthens value chain resilience and supports sustainable market positioning.

Ganges Jute prioritises customer safety, product quality, environmental responsibility, and regulatory compliance to strengthen trust and long-term sustainability. The Company will continue enhancing digital communication, material safety practices, and customer engagement to promote transparency, responsible use, and sustainable consumption.



Circular Economy & End-of-Life
Responsibility

GRI 301 | GRI 306

Life-Cycle Approach to Circularity
(GRI 306-3, 301-2)

Aligned with its materiality assessment, Ganges Jute Pvt. Ltd. recognises circular resource management, waste reduction, and responsible end-of-life practices as key drivers of sustainable value creation. The Company adopts a life-cycle-based approach focused on retaining material value, enabling responsible recovery pathways, and reducing dependence on virgin resources.

Circularity is embedded through collaborative partnerships, product and packaging design, and informed customer engagement, extending environmental responsibility beyond manufacturing operations.

External Collaboration for Product Recovery
(GRI 306-2)

Ganges Jute engages with authorised recyclers, industry platforms, and specialised recovery partners to support the collection, processing, and responsible treatment of natural fibre-based products. These collaborations strengthen recovery infrastructure, enhance material traceability, and promote shared accountability across the value chain.

Participation in sectoral initiatives and technical networks supports knowledge exchange, continuous improvement, and alignment with evolving circular economy practices.

Customer Guidance on Responsible Disposal and Reuse
(GRI 306-2)

Clear guidance is provided to customers on appropriate reuse, return, recycling, and disposal practices at the end of product life. Product literature and engagement platforms highlight available collection and recovery channels, encouraging responsible material flow and minimising landfill dependency.

This approach supports environmental protection, reduces material leakage, and reinforces circular consumption behaviours.

Sustainable Packaging Design and Material Efficiency

(GRI 301-2)

Primary packaging systems are designed to balance product protection with material efficiency and recyclability. Continuous efforts focus on reducing packaging weight, simplifying material composition, and improving compatibility with recycling systems.

Optimised packaging facilitates easier segregation and recovery, contributing to lower resource intensity and improved downstream processing efficiency.

Circular Product Design and Material Recoverability

(GRI 301-2)

Circular design principles guide product development to support efficient recovery and reintegration of materials. Product structures prioritise ease of separation, standardised components, and minimal use of permanent bonding agents.

These practices enhance material recoverability, preserve fibre quality, and enable secondary applications, reinforcing long-term resource circulation.

Product Take-Back and Resource Recovery Systems

(GRI 306-2)

Structured take-back and recovery mechanisms enable customers to return used products for remanufacturing, recycling, or responsible disposal. Returned materials are assessed for reuse potential, material recovery, or safe treatment through authorised channels.

These initiatives reduce reliance on virgin inputs, support closed-loop material flows, and strengthen circular value chains.

Governance, Performance Monitoring, and Stakeholder Engagement

Circular economy initiatives are supported through coordinated governance involving Operations, Supply Chain, EHS, and Compliance functions. Performance indicators related to recovery, recycling, and material efficiency are reviewed periodically to guide improvement initiatives.

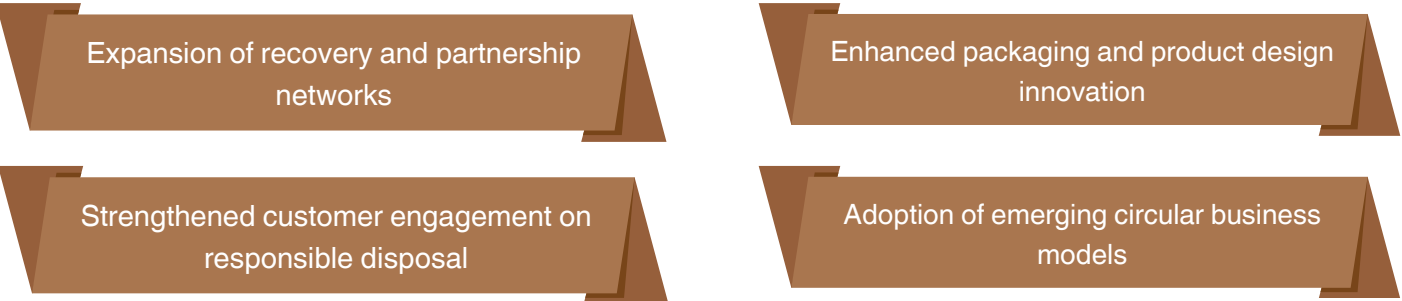
Engagement with customers, partners, and service providers supports consistent implementation and continuous enhancement of end-of-life systems.

Integration with Materiality Priorities

This framework reflects the Company’s material focus on waste management, resource efficiency, environmental protection, and regulatory compliance. By integrating collaboration, design innovation, and recovery systems, Ganges Jute addresses material risks while strengthening operational resilience and stakeholder confidence.

Integration with Materiality Priorities

Ganges Jute will continue advancing its circular economy strategy through:



Future efforts will focus on deepening material circularity, improving recovery rates, and supporting sustainable production and consumption patterns.





Social Responsibility & Labour Practices



Social Policy and Commitments

Policy Statement:

Ganges Jute Pvt Ltd is committed to fostering a socially responsible business environment, promoting ethical practices, and extending our people-centric mindset across the entire supply chain. This commitment is not only an important social responsibility but also creates value for our business, customers, stakeholders, employees, and the communities we serve.

Jute's Journey to Social Responsibility: A Ganges Jute Commitment

Establishes 2022 as the Baseline year for measuring progress and achievements in our sustainability initiatives.

1 Workplace Safety and Health:

Quantitative Targets:

- We intend to implement a real-time ergonomic assessment system for 100% of workstations by 2030, reducing musculoskeletal disorders by 50%.

Qualitative Target:

- We plan to obtain ISO 45001 certification for all our manufacturing facilities by 2030, ensuring world-class occupational health and safety management systems.

2 Employee Well-being and Work-Life Balance:

Quantitative Targets:

- We plan to reduce employee turnover by 40% by 2030, through the introduction of personalized career development plans and a robust employee recognition program.

Qualitative Target:

- Ensuring that all employees work in safe, healthy, and respectful conditions, complying with all relevant labor laws and standards;

3 Community Engagement and Development:

Quantitative Targets:

- We aim to positively impact 100,000 lives in our local communities by 2030, through targeted education, healthcare, and livelihood programs, investing 2% of our annual profits into these initiatives.

Qualitative Target:

- We intend to support 1,000 women entrepreneurs in jute-based crafts by 2030, providing training, micro-financing, and market linkages to promote economic empowerment.

4 Corporate Social Impact:

Quantitative Targets:

- We aim to achieve 100% traceability in our jute supply chain by 2030, ensuring fair wages and ethical working conditions for all farmers and workers involved.

Qualitative Target:

- We intend to launch a "Jute for Good" campaign by 2030, collaborating with 5 NGOs to promote sustainable jute products and raise awareness about social and environmental issues.

5 Prevention of Child Labor:

Quantitative Targets:

- We intend to establish a child labor rehabilitation center by 2030, providing education and vocational training to 100 former child workers and their families.

6 Elimination of Forced Labor:

Quantitative Targets:

- We plan to implement a worker voice platform by 2030, allowing anonymous reporting of labor violations, with a target of addressing 100% of valid concerns within 30 days.

Qualitative Target:

- We intend to train 1,000 suppliers on forced labor prevention by 2030, with a goal of 100% of our tier 1 suppliers signing our Ethical Labor Pledge.

7 Human Rights Protection:

Quantitative Targets:

- We plan to train 100% of our employees on human rights by 2030, with an advanced program for managers and key decision-makers.

Qualitative Target:

- Upholding the highest standards of human rights, ensuring non-discrimination and fair treatment for all employees and stakeholders;

8 Employee Growth and Development:

Quantitative Targets:

- We plan to implement a leadership development program by 2030, with the goal of filling 40% of senior positions through internal promotions.

Qualitative Target:

- We aim to provide an average of 40 hours of training per employee annually by 2030, covering both technical skills and soft skills development.

9 Collective Bargaining and Worker Representation:

Quantitative Targets:

- We aim to ensure 100% of our workforce is covered by collective bargaining agreements by 2030, promoting fair and transparent labor relations.

Qualitative Target:

- We plan to establish worker councils in all our facilities by 2030, ensuring regular dialogue between management and employee representatives.

10 Stakeholder Engagement:

Quantitative Targets:

- We aim to conduct annual stakeholder engagement surveys starting 2023, with a goal of achieving an 75% satisfaction rate regarding our social and environmental initiatives by 2030.

Qualitative Target:

- We plan to establish a multi-stakeholder advisory panel by 2030, meeting quarterly to provide input on our sustainability strategy and performance.

11 Diversity, Equity, and Inclusion:

Quantitative Targets:

- We aim to achieve 10% women representation in senior management roles by 2030, supported by targeted mentorship and leadership development programs.

Qualitative Target:

- We intend to achieve pay equity across all levels and demographics by 2030, conducting annual pay audits and making necessary adjustments.

Review Mechanism:

An annual performance review is conducted to assess progress towards Social Responsibility goals and targets. Key achievements, challenges, and areas for improvement are identified through a comprehensive evaluation process.

Employee Well-Being, Health & Safety

GRI 403

Strengthening Occupational Health & Safety through Risk-Based Governance (GRI 403-1, GRI 403-2)

At Ganges Jute Pvt. Ltd., occupational health and safety is governed through a structured, risk-based framework designed to anticipate potential hazards, protect employee well-being, and reinforce safe operational practices. Operating in a manufacturing environment, the Company prioritizes proactive risk identification, preventive controls, and continuous oversight to maintain safe and resilient workplaces.

Proactive Identification and Management of Workplace Risks (GRI 403-2)

The Company undertakes systematic health and safety risk assessments across its operations to identify conditions and activities that may pose risks to employees. These assessments evaluate a broad range of occupational risk factors, including machinery operation, material handling, exposure to substances, physical workload, and environmental conditions.

Risk assessments are refreshed periodically to reflect changes in processes, operating conditions, and the broader health and safety environment. Findings from these assessments inform targeted preventive and corrective actions, enabling timely mitigation of risks and strengthening operational controls before incidents occur.

Assurance of Equipment Integrity and Safe Operations (GRI 403-2)

To support safe day-to-day operations, Ganges Jute Pvt. Ltd. maintains a program of regular equipment safety checks and internal audits. These reviews are designed to confirm that machinery and tools used by employees remain in safe working condition and are operated in accordance with established safety expectations.

Any deviations or potential safety concerns identified during inspections are addressed through corrective maintenance, operational adjustments, or enhanced controls, reinforcing a preventive maintenance culture and reducing the likelihood of equipment-related incidents.

Managing Exposure to Workplace Hazards (GRI 403-2)

Recognizing the potential health impacts associated with hazardous substances, the Company applies control measures to limit and manage employee exposure within the workplace. Hazardous materials are identified and assessed, and appropriate handling, storage, and usage practices are implemented to minimize risks.

Protective measures are integrated into operational processes to ensure that exposure levels are controlled and employee health is safeguarded during routine activities.

Mitigating Risks from Climatic and Environmental Conditions (GRI 403-2)

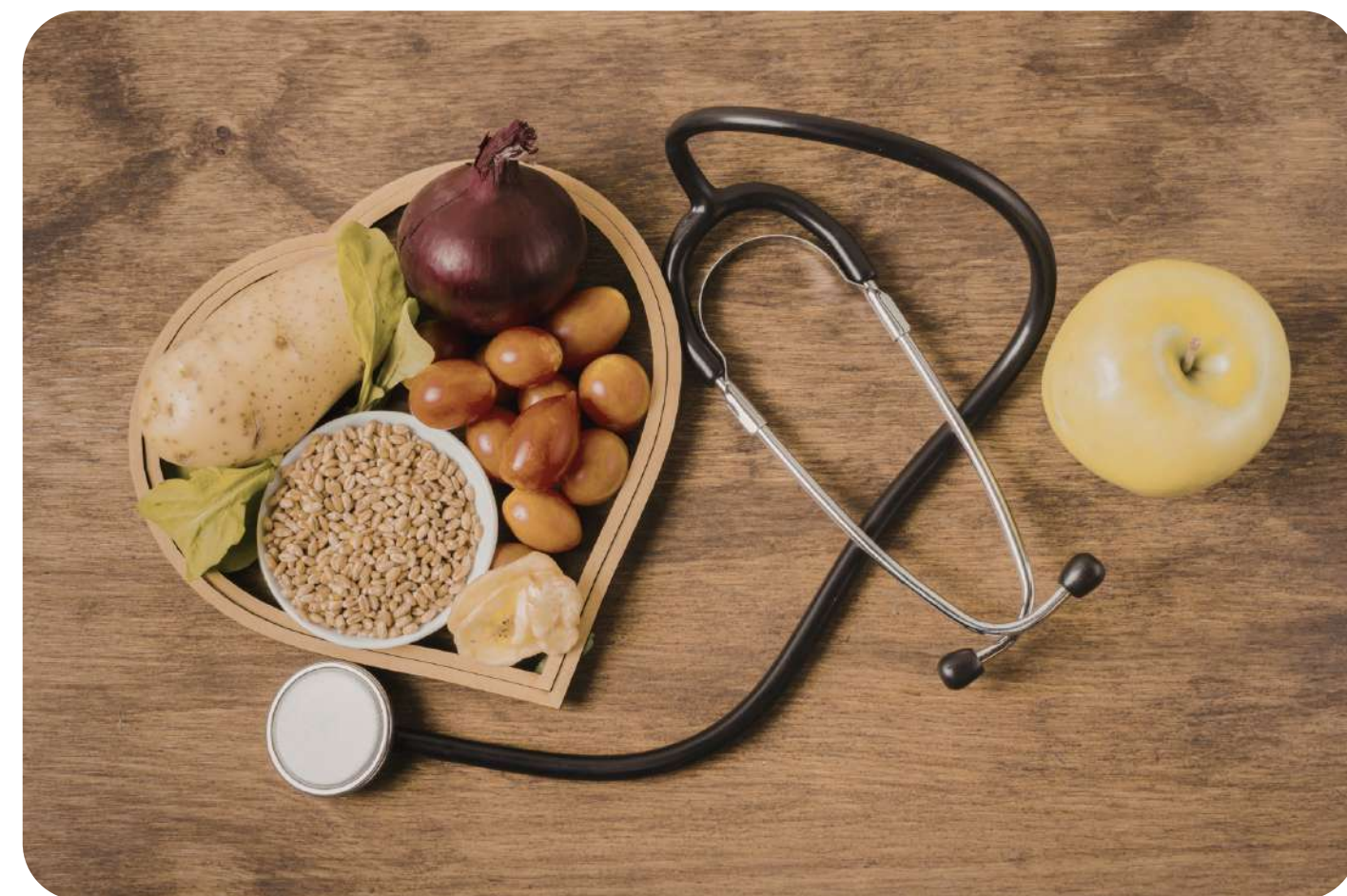
Certain operational roles may involve exposure to extreme climatic conditions, particularly in outdoor or heat-intensive settings. Ganges Jute Pvt. Ltd. addresses these risks through practical mitigation measures aimed at protecting employees during periods of elevated temperature, humidity, or seasonal weather variation.

These arrangements help reduce the likelihood of heat-related stress or discomfort and support employee safety and productivity across varying environmental conditions.

Continuous Monitoring and Effectiveness Review (GRI 403-1, GRI 403-2)

The Company regularly reviews the effectiveness of its occupational health and safety controls to ensure that identified risks are being adequately managed. Internal monitoring mechanisms support the evaluation of implemented measures, follow-up on corrective actions, and identification of opportunities for further improvement.

This ongoing oversight reinforces accountability, strengthens internal controls, and supports continuous enhancement of health and safety performance across operations while contributing to operational continuity and long-term business resilience.



1.2 Emergency Preparedness, Incident Readiness & Response Framework (GRI 403)

Ganges Jute Pvt. Ltd. recognizes that effective occupational health and safety management extends beyond risk prevention to include strong preparedness for unexpected events. The Company maintains a structured approach to emergency readiness, ensuring that employees are equipped, informed, and supported to respond safely and effectively in the event of workplace incidents or emergencies.

Structured Emergency Response and Preparedness (GRI 403-2)

The Company has established clearly defined emergency preparedness arrangements tailored to its operational environment. These arrangements are designed to address potential workplace emergencies, including fire incidents, equipment-related events, and other safety-related situations that may pose a risk to employees or assets.

Emergency preparedness measures emphasize:

- Clear identification of potential emergency scenarios relevant to operations
- Defined response protocols to support timely, coordinated, and role-clear action
- Readiness of employees through awareness and periodic preparedness activities

This approach supports swift response, minimizes potential harm, and reinforces confidence among employees in the Company's ability to manage emergency situations.

Employee Awareness and Response Capability (GRI 403-2)

Emergency preparedness is reinforced through ongoing communication and awareness initiatives that ensure employees understand their roles and responsibilities during emergency situations. Employees are familiarized with evacuation procedures, emergency communication channels, and basic response actions appropriate to their work environment.

By strengthening response capability at the employee level, Ganges Jute Pvt. Ltd. promotes a culture of shared responsibility and preparedness across its operations.

Incident Reporting, Escalation & Employee Voice (GRI 403-2)

To support transparency and early risk identification, the Company maintains accessible mechanisms for employees to report health and safety incidents, near-misses, risks, or concerns. These mechanisms encourage timely reporting without fear of retaliation and enable proactive management of potential safety issues.

Reported incidents and concerns are reviewed through internal processes to:

- Assess root causes and contributing factors
- Determine appropriate corrective and preventive actions
- Strengthen controls and prevent recurrence

This structured incident reporting and escalation process reinforces accountability and continuous improvement in workplace safety.

Review and Continuous Improvement (GRI 403-1, GRI 403-2)

Emergency preparedness and incident response arrangements are periodically reviewed to ensure their continued relevance and effectiveness. Insights gained from incident reviews, employee feedback, and internal evaluations are used to enhance response protocols and preparedness measures.

Through this continuous improvement approach, Ganges Jute Pvt. Ltd. strengthens its resilience to operational risks and reinforces its commitment to protecting employee health and safety under all circumstances.



1.3 Nurturing a Healthy, Resilient, and Inclusive Workforce
(GRI 403)

At Ganges Jute Pvt. Ltd., employee health and well-being are at the heart of sustainable operations. The Company embraces a holistic approach that prioritizes physical health, ergonomic optimization, psychological resilience, and the safety of all personnel on site, fostering a work environment where people can thrive safely and productively.

Proactive Health Oversight
(GRI 403-3)

Ganges Jute Pvt. Ltd. maintains a consistent health monitoring program to ensure employees remain fit and protected against occupational risks. Particular focus is placed on individuals regularly exposed to operational hazards such as machinery, chemical substances, or high-noise environments.

Regular health assessments allow early identification of potential health concerns, timely interventions, and ongoing support to maintain employee well-being. This proactive approach contributes to a workforce that is both healthy and resilient.

Ergonomics and Preventive Workplace Design
(GRI 403-3)

The Company actively promotes workplace ergonomics, designing tasks, workflows, and workstations to reduce strain, discomfort, or repetitive stress injuries.

Through careful process optimization, ergonomic adjustments, and awareness initiatives, employees are supported in performing their duties comfortably and safely. This preventive focus reflects Ganges Jute’s commitment to reducing physical stressors before they impact health or productivity.

Psychological Well-Being and Workplace Resilience
(GRI 403-3)

Ganges Jute Pvt. Ltd. fosters an environment that supports mental health and stress management. Programs and initiatives are in place to help employees navigate work-related pressures, enhance resilience, and maintain overall psychological well-being.

Support mechanisms include:

- Accessible channels for guidance and assistance
- Organizational measures to reduce stress and workplace pressure
- Timely interventions for employees experiencing mental health challenges

By embedding psychological well-being into daily operations, the Company promotes a positive and resilient workplace culture.

Extending Safety Beyond Employees
(GRI 403-2)

The Company ensures that non-employee and contracted personnel operating on site are equally protected under its health and safety framework.

Measures include:

- Orientation and training on safe workplace practices
- Inclusion in operational risk assessments and emergency preparedness
- Access to health monitoring and protective measures where required

This inclusive approach underscores Ganges Jute’s commitment to a safe and responsible workplace for all individuals, reflecting a culture of care that extends beyond direct employees.

Health & Safety Incidents / Accidents KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Number of Work-related Incidents	0	0	0	0	0 /
Number of days lost to work-related injuries, fatalities and ill health	0	0	0	0	0 /



Employment Standards & Quality of Work Life (GRI 401| GRI 402| GRI 202)

At Ganges Jute Pvt. Ltd., employment practices are designed to promote dignity, fairness, and long-term workforce stability. The Company's approach to working conditions, remuneration, and work-life integration supports employee well-being while enabling consistent productivity and responsible growth.

1. Workforce Time Governance

Oversight of Working Time Practices (GRI 401-2)

Structured systems are used to record, review, and assess employee working hours across operations. Shift planning, attendance monitoring, and periodic internal reviews provide visibility into regular and extended working hours, supporting compliance, operational efficiency, and employee well-being.

Recognition of Extended Work Commitments (GRI 401-2)

When work requirements extend beyond standard schedules, established compensation practices are applied in alignment with statutory frameworks and employment terms. Additional working hours are acknowledged through appropriate remuneration or equivalent benefits, reinforcing fairness and transparency.

2. Equitable Pay Framework & Disclosure

Compensation Adequacy Review Mechanisms (GRI 202-1)

The Company follows systematic processes to assess wage levels across roles and functions. Reviews consider statutory requirements, inflationary trends, cost-of-living changes, and prevailing industry practices, supporting equitable and competitive remuneration.

Clarity of Remuneration Architecture (GRI 401-2)

Employees are provided with clear visibility into the structure of their remuneration. Communication mechanisms outline key components such as base pay, incentives, bonuses, and applicable benefits, fostering understanding and trust across the workforce.

3. Health Security & Employee Support Systems

Access to Medical Protection (GRI 401-2)

The Company facilitates health care coverage for employees through insurance arrangements, reimbursement mechanisms, or other forms of medical support. Coverage addresses both occupational and non-occupational health needs, enabling timely access to care when required.

Supportive Family-Oriented Measures (GRI 401-2)

Policies and practices are designed to support employees in managing personal and family responsibilities. Leave provisions and supportive workplace measures contribute to a more inclusive and balanced work environment for employees at different life stages.

4. Adaptive Work Models & Life Integration

Flexible Work Design (GRI 401-2)

Where operationally feasible, flexible work arrangements are enabled to accommodate diverse employee needs. These may include adjusted schedules, shift flexibility, or role-specific arrangements that support work-life integration without compromising operational requirements.

5. Workforce Engagement & Listening Mechanisms

Employee Experience Assessment (GRI 402-1)

The Company encourages ongoing dialogue with employees to understand workplace satisfaction, engagement levels, and improvement opportunities. Feedback is gathered through structured interactions, internal mechanisms, and periodic surveys, informing continuous enhancement of people practices.



Working Conditions KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
# of Hours Worked (Manhours)	8,000	8,285	9500	10120	12760 /

Employment KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
Total Training Hours of employees	4530	5110	4800	5430	5890/
Employees Above Living wage rules	100%	100%	100%	100%	100%

Talent Development, Performance & Career Progression
(GRI 404 | GRI 406 | GRI 408 | GRI 409)

At Ganges Jute Pvt. Ltd., people development is regarded as a strategic priority supporting operational excellence, ethical governance, and long-term organizational resilience. The Company’s approach integrates performance management, skills development, inclusive practices, and responsible labor standards to enable sustainable workforce growth.

Performance Management, Learning & Capability Development

Performance Enablement & Recognition
(GRI 404-2)

The Company follows a structured approach to evaluating individual performance through regular reviews. These assessments incorporate qualitative and quantitative indicators aligned with role expectations and organizational objectives. The process supports constructive feedback, identification of development needs, recognition of strong performance, and timely managerial guidance.

Learning Ecosystem & Skills Enhancement
(GRI 404-1)

Ganges Jute Pvt. Ltd. facilitates continuous learning opportunities to enhance technical knowledge, operational skills, and professional competencies. Training programs support both current role effectiveness and long-term career advancement and are delivered through on-the-job training, classroom sessions, and digital platforms, depending on operational requirements.

Individual Development & Internal Mobility
(GRI 404-2)

A structured development framework supports employees in planning their professional growth. Individual development considerations include career aspirations, strengths, improvement areas, and actionable learning pathways.

Internal mobility is encouraged through opportunities for role movement across functions and responsibilities, supporting skill diversification, leadership development, and organizational continuity.



Inclusive Culture, Equal Opportunity & Responsible Conduct

Equal Opportunity & Workplace Dignity (GRI 406-1)

The Company promotes fair treatment, inclusion, and respectful conduct through awareness programs, internal guidance, and leadership expectations. These initiatives strengthen understanding of non-discrimination principles, harassment prevention, and accessibility considerations.

Inclusive Work Environment & Employee Support (GRI 406-1)

Workplace practices support participation of employees with diverse abilities. Consideration is given to role suitability, work arrangements, and day-to-day support.

A culture of mutual respect and collaboration is encouraged through informal networks and employee-led forums that promote peer support, engagement, and belonging.

Merit-Based Recruitment & Fair Advancement (GRI 401-1 | GRI 406-1 | GRI 404-2)

Hiring processes are structured around transparency, merit, and consistency. Evaluation methods are applied uniformly to reduce bias and ensure fair access to employment opportunities.

Career progression and professional development are guided by performance and capability considerations, supporting equitable growth across roles and functions.

Pay Equity & Opportunity Access (GRI 405-2 | GRI 406-1)

Compensation practices are periodically reviewed to maintain consistency and fairness across comparable roles. These reviews reinforce the principle of equal pay for equal work and support transparent access to advancement opportunities.

Ethical Recruitment & Young Worker Safeguards

Recruitment Integrity & Age-Appropriate Employment (GRI 401-1 | GRI 408-1)

The Company follows structured recruitment and onboarding procedures designed to promote lawful and responsible employment practices. Verification of candidate credentials forms part of hiring processes, supporting compliance with applicable labor regulations and ethical standards.

Protection & Development of Young Workers (GRI 408-1)

Where younger employees may be engaged in permissible roles, additional safeguards are applied. These include role-appropriate work allocation, clear communication of working conditions, focused onboarding, and targeted health and safety orientation.

Supervisory oversight and periodic reviews further support a safe, supportive, and development-oriented working environment.



Human Rights Risk Management & Due Diligence

Human Rights Risk Identification & Impact Assessment (GRI 408-1 | GRI 409-1)

The Company undertakes structured reviews of operations and employment practices to identify potential risks related to child labor, forced labor, and human trafficking. These reviews examine labor engagement models, operational processes, and supply chain interfaces.

Assessments are conducted through internal evaluations and management reviews, with attention given to the likelihood, nature, and potential severity of identified risks. Findings inform preventive controls, policy enhancement, and targeted awareness initiatives.

Responsible Labor Practices Awareness (GRI 408-1 | GRI 409-1)

Employees are sensitized to human rights risks relevant to business and supply chains. Awareness initiatives strengthen understanding of ethical labor standards, legal compliance, and responsible operational practices.



Internal Governance, Monitoring & Compliance

Internal Controls & Oversight Mechanisms (GRI 408-1 | GRI 409-1)

The Company maintains internal monitoring systems to assess the effectiveness of policies, procedures, and operational controls. These include internal audits, compliance reviews, and supervisory evaluations.

Monitoring outcomes are reviewed by management and used to strengthen governance systems, refine operational practices, and enhance risk management frameworks. Corrective actions and follow-up reviews support continuous improvement.

Effectiveness Review & Continuous Improvement (GRI 408-1 | GRI 409-1)

Periodic evaluations assess whether implemented measures remain relevant and effective. Insights from reviews, employee feedback, and internal assessments inform governance enhancements and reinforce accountability.



Stakeholder Engagement & External Collaboration

Dialogue on Labor Standards & Human Rights (GRI 413-1 | GRI 414-1)

The Company recognizes the importance of constructive engagement with external stakeholders in strengthening responsible business practices. Dialogue is maintained with community representatives, industry bodies, and external partners on labor standards and social responsibility matters.

Where appropriate, interactions with civil society organizations, advisors, and sector initiatives support awareness of emerging risks and best practices. Feedback from these engagements informs internal reviews and policy refinement.

This collaborative approach enhances transparency and responsible value chain management.

Career Management & Training Performance

Career Management & Training KPI

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
People Trained on overall Career Management and Skill Development\ (Manhours)	1000	1110	900	1420	1595 /

Diversity, Equity, Inclusion & Equal Opportunity

(GRI 401 | GRI 404 | GRI 405 | GRI 406)

Power in Equality

At Ganges Jute Pvt. Ltd., diversity and inclusion are embedded as core values shaping workplace culture, people decisions, and long-term organizational strength. The Company strives to ensure that every employee is treated fairly, provided with equal opportunity, and able to contribute meaningfully regardless of role, background, or personal circumstances.

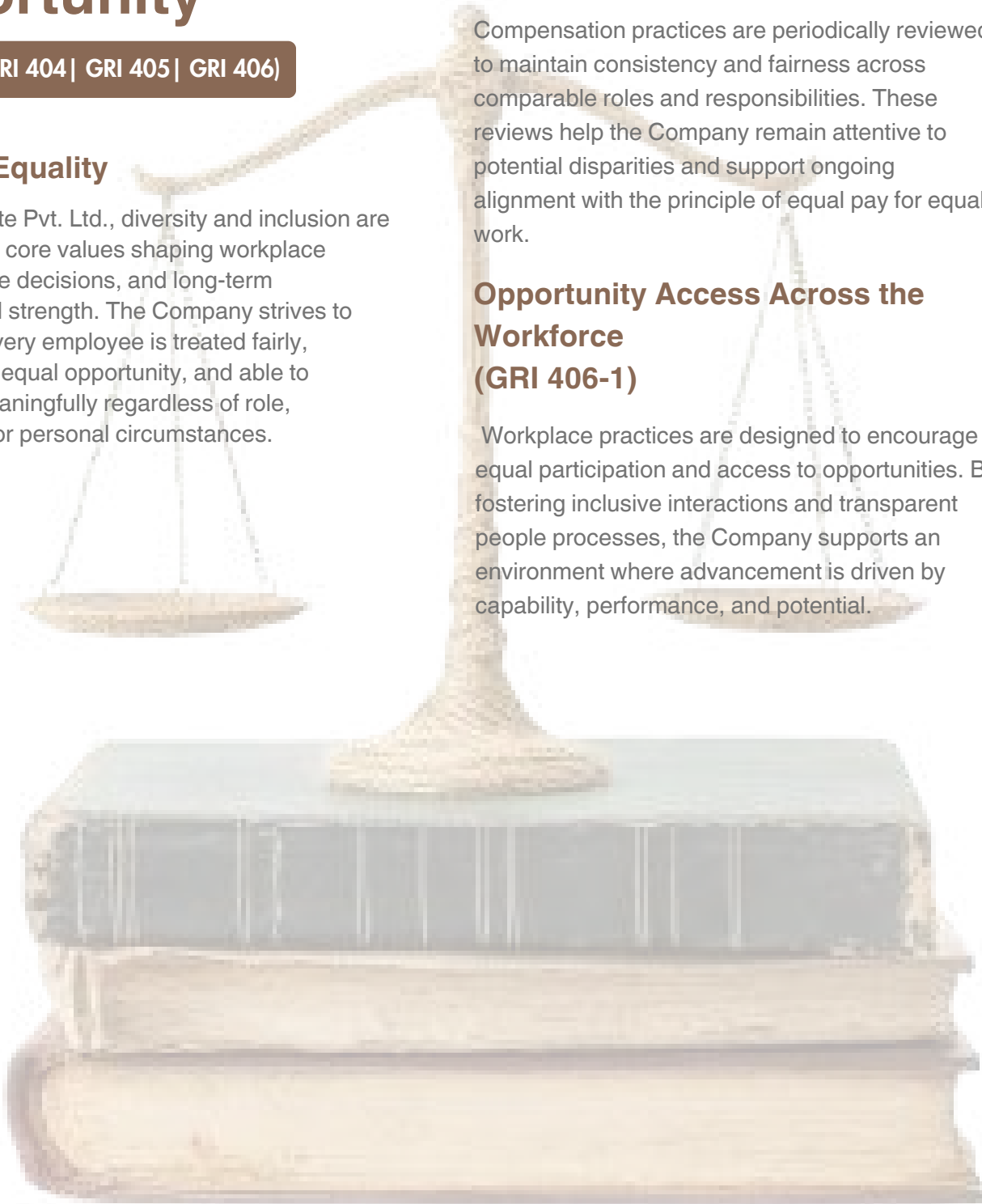
Fair Opportunity & Pay Integrity

Pay Equity Oversight (GRI 405-2)

Compensation practices are periodically reviewed to maintain consistency and fairness across comparable roles and responsibilities. These reviews help the Company remain attentive to potential disparities and support ongoing alignment with the principle of equal pay for equal work.

Opportunity Access Across the Workforce (GRI 406-1)

Workplace practices are designed to encourage equal participation and access to opportunities. By fostering inclusive interactions and transparent people processes, the Company supports an environment where advancement is driven by capability, performance, and potential.



Inclusive Work Environment

Enabling Participation for Employees with Disabilities (GRI 406-1)

The Company promotes workplace practices that support participation of employees with diverse abilities. Consideration is given to role suitability, work arrangements, and day-to-day support, enabling individuals to contribute effectively within their roles.

Employee Support & Community Platforms (GRI 406-1)

A culture of connection and mutual support is encouraged across the organization. Informal networks and employee-led forums provide spaces for shared experiences, collaboration, and peer support, strengthening inclusion and belonging across diverse employee groups.



Dignity, Respect & Bias Prevention

Merit-Based Recruitment Practices (GRI 401-1, GRI 406-1)

Hiring processes are structured around transparency and merit, with consistent evaluation approaches applied across candidates. These practices support fair access to employment opportunities while reducing the risk of bias throughout the recruitment journey.

Equitable Growth & Advancement (GRI 404-2)

Career progression and professional development are guided by consistent performance and capability considerations. Managerial awareness and people processes help ensure that growth opportunities remain accessible and fair across roles and functions.

Promoting a Respectful Workplace (GRI 406-1)

The Company emphasizes respectful conduct and professional behavior through leadership expectations, workplace norms, and preventive awareness measures. These efforts contribute to maintaining a safe and dignified work environment, complementing formal grievance and remediation mechanisms.



Career Management & Training KPI

KPI	2022	2023	2024	2025	2030 TARGET
Gender balance at Worker level (Women to Men %)	8.4%	8%	10%	10%	10%
Gender balance at Executive level (Women to Men %)	5.3 %	5.0%	10%	10%	10% /
Average unadjusted gender pay gap (Woman to man %)	13%	11%	10%	10%	15% /



Social Dialogue & Collective Representation

(GRI 401 | GRI 402 | GRI 403 | GRI 404 | GRI 406)

Strengthening Worker Voice (GRI 402-1)

At Ganges Jute Pvt. Ltd., open engagement with employees and their representatives forms a cornerstone of responsible employment practices. The Company recognizes that meaningful social dialogue fosters trust, stability, and shared accountability, enabling workplace decisions to reflect both operational realities and employee perspectives.

Structured Collective Engagement Architecture (GRI 402-1)

The Company maintains formal engagement channels with employee representatives through collectively agreed arrangements developed within the national industrial relations framework. These arrangements provide a consistent platform for consultation, collaboration, and mutual understanding across key areas affecting working life.



Social Dialogue & Collective Representation

Workplace Health, Safety & Well-being (GRI 403-1)

Collective engagement incorporates matters related to occupational health and safety, with a shared focus on maintaining safe working environments, addressing workplace risks, and strengthening preventive practices. Ongoing dialogue supports clarity in roles, responsibilities, and expectations for both management and employee representatives.

Work Organization, Working Time & Leave Governance (GRI 401-2)

Discussions with employee representatives address working time structures, overtime considerations, and leave practices. These shared understandings help balance business continuity with employee well-being, supporting transparent and predictable work arrangements.

Capability Development & Career Progression (GRI 404-1)

Workforce development and career-related matters form part of collective dialogue. Agreed principles emphasize access to training, skills enhancement, and career development opportunities, supporting long-term employability and organizational capability.

Equity, Dignity & Respectful Conduct (GRI 406-1)

Collective engagement also covers expectations related to fair treatment, non-discrimination, and respectful workplace behavior. These shared principles reinforce a culture of dignity and inclusion, contributing to a professional and safe work environment for all employees.

Continuous Engagement & Trust-Based Partnership (GRI 402-1)

Collective arrangements are reinforced through ongoing communication and regular interaction between management and employee representatives. This continuous engagement enables early identification of concerns, collaborative resolution of workplace matters, and sustained trust between management and the workforce.

Ethical Grievance and Remediation Framework

Ganges Jute Pvt. Ltd. maintains a company-wide grievance mechanism to promote a safe, fair, and ethical workplace for employees, workers, contractors, and stakeholders. The mechanism covers concerns related to labor practices, human rights, discrimination, harassment, child and forced labor, health and safety, and workplace conduct. It is aligned with applicable laws, SA8000 standards, and international human rights principles and is accessible through multiple channels, including anonymous reporting, with strict confidentiality and a zero-tolerance approach to retaliation.

All grievances are acknowledged, reviewed, and investigated in a timely and impartial manner. The company follows a unified, non-judicial remediation process that ensures proportionate corrective actions, victim support where required, and preventive measures to avoid recurrence. Special remediation measures are applied for serious issues such as child labor, forced labor, discrimination, and unsafe working conditions. The effectiveness of corrective actions is monitored through internal reviews and management oversight, with all cases documented to support compliance, transparency, and continuous improvement.



Human Rights KPI:

KPI	2022 BASELINE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	2030 TARGET
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0%	0%	0%	0%	0%
% of direct employees paid below living wage (Target / Actual)	0%	0%	0%	0%	0%
% of direct employees covered by a living wage benchmarking analysis	100%	100%	100%	100%	100%





Sustainable Supply Chain



Sustainable Supply Chain Policy

Policy Statement:

Ganges Jute PvtLtd is committedto implementing sustainableprocurement practices throughout our supply chain. We source, manufacture, and deliver our jute products while adhering to principlesof sustainability, transparency,and responsibility. Ourapproach encompasses environmentally friendly sourcing, fair labor practices, supplier diversity, and innovative sustainable materials.

We setannual sustainable procurement goals, developnecessary capabilities, andcommit appropriate resources to achieve this policy through innovation, operational excellence, and aligning Ganges Jute's entire value chain with our sustainability standards.

A Ganges Jute Commitment :

Establishes 2022 as the Baseline year for measuring progress and achievements in our sustainability initiatives.



Responsible Sourcing and Supplier Engagement:

Quantitative Target: We plan toimplement a blockchain-based supplychain traceability systemby 2030, capable of tracking 95% of our raw materials from source to final product.



Circular Economy and Waste Reduction:

Quantitative Target: We aim toachieve 60% circular material use in our productsby 2030, implementing advanced recycling technologies and redesigning products for circularity.



Ethical Labor Practices in the Supply Chain:

Quantitative Target: We aim toensure 100% ofsuppliers comply withfair labor standards by 2030, implementing a robust monitoring system with regular third-party audits.

Review Mechanism:

- ◆ **Annual Performance Review:** Assesses progress toward sustainable procurement goals, highlighting achievements, challenges, and improvement areas.
- ◆ **Continuous Improvement:** Sustainability KPIs are reviewed yearly; strategies are updated based on stakeholder feedback and industry benchmarks
- ◆ **Policy Review:** The Chief Sustainability Officer ensures the policy remains aligned with regulations and best practices, with updates communicated internally and supported by training.



Responsible Supply Chain Governance and Sustainable Procurement Framework

GRI 2 | GRI 205)

Governance & Accountability for Responsible Sourcing (GRI 2-12, GRI 2-13)

At Ganges Jute Pvt. Ltd., sustainable procurement is guided by leadership stewardship and embedded governance, reflecting the Company’s recognition that supply chain decisions materially influence long-term environmental, social, and business outcomes. Leadership oversight ensures that responsible sourcing principles are consistently integrated into procurement practices and evolve in response to emerging risks and stakeholder expectations.

Accountability is embedded at the buyer level, recognising procurement professionals as active custodians of sustainability within the supply chain. Buyers are expected to apply informed judgement that balances commercial objectives with an awareness of environmental and social risks, supporting responsible decision-making across supplier selection, engagement, and contract management.

Capability development is treated as a core enabler of responsible sourcing. Ongoing learning initiatives strengthen procurement teams’ understanding of labour practices, environmental stewardship, and upstream risk drivers, reinforcing consistency and maturity in sustainable purchasing practices.

Sustainability considerations are integrated into procurement performance dialogue, encouraging ongoing attention to supplier engagement, risk follow-up, and long-term relationship management. Through this approach, sustainable procurement is advanced as a shared responsibility and a driver of long-term value creation.

Supply Chain Risk Intelligence & Prioritisation (GRI 2-12, GRI 2-13)

Supplier mapping and risk assessment are approached as strategic disciplines designed to provide early visibility into environmental, social, and ethical risks across the value chain. The Company recognises that sustainability risks are dynamic, context-specific, and often interlinked, requiring informed judgement and continuous awareness.

Risk insights are developed through supplier-specific information, sourcing category characteristics, geographic context, and ongoing engagement. Where relevant, broader stakeholder perspectives contribute to a more comprehensive understanding of potential impacts on workers, communities, and natural systems.

Identified risks are assessed based on potential severity and likelihood, enabling prioritisation of suppliers and sourcing categories where focused engagement can be most effective. Inclusivity considerations are embedded within this process, recognising that fair, transparent, and non-discriminatory supplier engagement—including local and smaller suppliers—supports supply chain resilience and community development.

These insights inform procurement judgement across onboarding, engagement, and ongoing relationship management, supporting responsible partnerships and proactive risk management.

Value Chain KPI:

KPI	2022	2023	2024	2025	TARGET
Suppliers evaluated for ESG Performance (in %)	0%	45 %	58%	100%	100 %/
Suppliers evaluated for ESG Reporting (Onsite) (in %)	0%	45 %	58%	100%	100 %/
Suppliers in Agreement with company Policies (in %)	100 %	100 %	100 %	100 %	100 %
Integration of sustainability clauses in supplier contracts	65%	65%	100 %	100 %	100 %



Supplier Standards, Ethics & Responsible Conduct (GRI 2-23, GRI 205-1)

Sustainability standards and expectations establish a shared foundation for responsible conduct across the supply chain. The Company articulates minimum behavioural, social, and ethical expectations applicable to suppliers, recognising that its commitments extend beyond its own operations.

Suppliers are engaged through clearly communicated expectations covering labour standards, human rights, environmental stewardship, and ethical business conduct. These expectations are reflected in formal documentation and reinforced through contractual dialogue and ongoing engagement, serving as a common reference point for supplier relationships.

A respectful and inclusive working environment is emphasised as fundamental to responsible sourcing. Supplier engagement highlights the importance of dignity, equal opportunity, and fair treatment within supplier workforces, supported through communication, dialogue, and monitoring of workplace practices.

Sustainability expectations are treated as evolving rather than static, reinforced through continuous engagement and review to address emerging risks and encourage improvement over time.

Integrating Sustainability into Sourcing Decisions (GRI 2-24)

Sustainability considerations are embedded into sourcing and procurement decisions alongside quality, cost, and reliability. Supplier sustainability performance is considered as part of the broader evaluation of sourcing relationships, reinforcing the link between responsible practices and long-term value creation.

Suppliers demonstrating alignment with environmental and social expectations, as well as proactive risk management, are recognised within procurement decision-making. This recognition may influence sourcing continuity, access to future opportunities, and longer-term collaboration.

By integrating sustainability into procurement judgement, the Company promotes responsible sourcing choices that strengthen supply chain resilience and encourage positive environmental and social outcomes.

Supplier Partnership, Capability Building & Development (GRI 2-24)

Supplier engagement is grounded in a partnership-based approach that prioritises improvement and long-term development rather than exclusion. The Company recognises that sustainability performance across the supply chain is best strengthened through collaboration and capability building.

Engagement efforts focus on enhancing supplier awareness of environmental and social risks and supporting the development of management systems, operational practices, and workplace standards. Capacity-building initiatives are tailored to supplier context and may include direct engagement, knowledge sharing, and participation in relevant learning platforms.

By fostering transparency, shared learning, and continuous improvement, the Company supports suppliers in strengthening sustainability performance while reinforcing resilient, trust-based relationships.

Supplier Oversight, Monitoring & Performance Evaluation (GRI 2-27)

Monitoring and performance review provide insight into how sustainability expectations are reflected across supplier operations. Oversight is informed by supplier risk profile, operating context, and materiality, supported through on-site or virtual engagements.

Audit activities provide visibility into environmental and social practices, workplace conditions, and management systems, while worker voice and grievance mechanisms complement audits by capturing worker-level insights and potential risks not visible through management engagement alone.

Feedback channels are designed to be accessible and protective of confidentiality, supporting early identification of risks and more informed engagement with suppliers and relevant rights-holders.

Insights from audits and feedback mechanisms are reviewed collectively to inform supplier performance discussions and ongoing oversight.

Remediation, Performance Improvement & Learning (GRI 2-25)

Corrective action is treated as part of a continuous improvement cycle rather than a one-time response. Findings from audits, assessments, performance reviews, and worker feedback are analysed to understand root causes and systemic issues.

Engagement with suppliers focuses on clarifying expectations, supporting corrective measures, and monitoring progress over time. Where performance gaps are identified, the Company prioritises improvement pathways that encourage strengthened management practices and sustained progress.

Learnings from corrective actions inform future engagement strategies, capacity-building efforts, and monitoring approaches, reinforcing adaptive and responsible supply chain management.

Performance Review, Disclosure & Transparency (GRI 2-27)

Sustainability reporting serves as a mechanism for organisational learning, accountability, and informed decision-making. Outcomes from supplier governance, engagement, monitoring, and improvement activities are aggregated to provide a holistic view of supply chain sustainability performance.

Reporting emphasises material themes, directional performance, and management approaches, supporting transparency while enabling internal governance oversight. Insights from disclosures inform leadership review and continuous refinement of procurement and sustainability practices.

Through transparent reporting, Ganges Jute Pvt. Ltd. provides stakeholders with a clear understanding of how supply chain sustainability risks are identified, managed, and progressively addressed.



ESG Performance & Roadmap





ESG Key Performance Indicators (3–5 Year Outlook)

Certifications Coverage & External Assurance

KPI's

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG Emission (tCO ₂ eq) (Actual) 28.58	Scope 1 GHG Emission (tCO ₂ eq) (Actual) 36.45	Scope 1 GHG Emission (tCO ₂ eq) (Actual) 33.01	Scope 1 GHG Emission (tCO ₂ eq) (Actual) 25.82	Scope 1 GHG Emission (tCO ₂ eq) 15% Reduction (Target) 23.63 /	
	Scope 2 GHG Emission (tCO ₂ eq) (Actual) 11.69	Scope 2 GHG Emission (tCO ₂ eq) (Actual) 13.75	Scope 2 GHG Emission (tCO ₂ eq) (Actual) 8.84	Scope 2 GHG Emission (tCO ₂ eq) (Actual) 12.25	Scope 2 GHG Emission (tCO ₂ eq) 15% Reduction (Target) 7.56 /	
	Scope 3 GHG Emission (tCO ₂ eq) (Actual) 1,273.63	Scope 3 GHG Emission (tCO ₂ eq) (Actual) 2,765.7	Scope 3 GHG Emission (tCO ₂ eq) (Actual) 6,450.10	Scope 3 GHG Emission (tCO ₂ eq) (Actual) 1,190	Scope 3 GHG Emission (tCO ₂ eq) 15% Reduction (Target) 143.99 /	
	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 13.63	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 13.43	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 13.10	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual) 13.12	Scope 3 Downstream GHG Emission (tCO ₂ eq) 15% Reduction (Target) 11.60 /	
	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 21.34	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 23.32	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 22.33	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual) 21.01	Scope 3 Upstream GHG Emission (tCO ₂ eq) 15% Reduction (Target) 18.14 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) 0.20	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual) 0.234	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual) 0.112	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) 0.105	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Actual) (Target) 0.17 /	
	% of People Trained on GHG (Manhours) 100 %	% of People Trained on GHG (Manhours) (Actual) 100 %	% of People Trained on GHG (Manhours) (Actual) 100%	% of People Trained on GHG (Manhours) (Actual) 100%	% of People Trained on GHG (Manhours) (Target) 100% /	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100%	% of operational sites assessed on specific environmental risks (Target) 100 % /	
Environmental Complaints	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints (Target) NIL /	
Energy	Total Energy consumed from electricity (in KWH) 12540	Total Energy consumed from electricity (in KWH) (Actual) 14630	Total Energy consumed from electricity (in KWH) (Actual) 8360	Total Energy consumed from electricity (in KWH) (Actual) 8240	Total Energy consumed from electricity (in KWH) (Target) 10659 /	
	Energy Intensity (KWH/Revenue (in Cr.)) 66.35	Energy Intensity (MJ/Revenue (in Cr.)) 73.15	Energy Intensity (MJ/Revenue (in Cr.)) 0.01003	Energy Intensity (MJ/Revenue (in Cr.)) 55.25	Energy Intensity (MJ/Revenue (in Cr.)) (Target) 56.39 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Total renewable energy consumption (in KWH) 0	Total renewable energy consumption (in KWH) (Actual) 0	Total renewable energy consumption (in KWH) (Actual) 0	Total renewable energy consumption (in KWH) (Actual) 0	Total renewable energy consumption (in KWH) (Target) 400 /	
	Renewable Energy against Total Energy (%) 0 %	Renewable Energy against Total Energy (%) 0%	Renewable Energy against Total Energy (%) 0%	Renewable Energy against Total Energy (%) 0%	Renewable Energy against Total Energy (%) (Target) 40% /	
	% of People Trained on Energy Efficiency (Manhours) 100 %	% of People Trained on Energy Efficiency (Manhours) (Actual) 100 %	% of People Trained on Energy Efficiency (Manhours) (Actual) 100 %	% of People Trained on Energy Efficiency (Manhours) (Actual) 100 %	% of People Trained on Energy Efficiency (Manhours) (Target) 100 % /	
Water	Total Water consumption (in Kilo Litres / Year) 305	Total Water consumption (in Kilo Litres / Year) (Actual) 315	Total Water consumption (in Kilo Litres / Year) (Actual) 350	Total Water consumption (in Kilo Litres / Year) (Actual) 280	Total Water consumption (in Kilo Litres / Year) (Target) 259.25 /	
	Total Water recycled and reused (in Kilo Litres / Year) 0	Total Water recycled and reused (in Kilo Litres / Year) (Actual) 0	Total Water recycled and reused (in Kilo Litres / Year) (Actual) 160	Total Water recycled and reused (in Kilo Litres / Year) (Actual) 150	Total Water recycled and reused (in Kilo Litres / Year) (Target) 250 /	
	Total Rain Water Harvested (in Kilo Litres / Year) 1664	Total Rain Water Harvested (in Kilo Litres / Year) (Actual) 1664	Total Rain Water Harvested (in Kilo Litres / Year) (Actual) 2500	Total Rain Water Harvested (in Kilo Litres / Year) (Actual) 3250	Total Rain Water Harvested (in Kilo Litres / Year)n(Target) 1414 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Total water consumption per employee (in Litres / Employee / Day) 104	Total water consumption per employee (in Litres / Employee) (Actual) 104	Total water consumption per employee (in Litres / Employee) (Actual) 80	Total water consumption per employee (in Litres / Employee) (Actual) 75	Total water consumption per employee (in Litres / Employee) (Target) 88 /	
	Total Water Treated (In % of Total Water consumption) 80.32 %	Total Water Treated (In % of Total Water consumption) (Actual) 73.33 %	Total Water Treated (In % of Total Water consumption) (Actual) 13.69%	Total Water Treated (In % of Total Water consumption) (Actual) 12.57%	Total Water Treated (In % of Total Water consumption) (Target) 100 % /	
	Water Intensity (Water consumed / Revenue (in Cr.) 1.63	Water Intensity (Water consumed / Revenue (in Cr.) 1.575	Water Intensity (Water consumed / Revenue (in Cr.) 1.1004	Water Intensity (Water consumed / Revenue (in Cr.) 1.0125	Water Intensity (Water consumed / Revenue (in Cr.) (Target) 1.38 /	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 14	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 14	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 /15	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 /12	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 /	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) NA / <1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) NA / <1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) NA / <1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) NA /<1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) NA /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 51	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 49	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 43	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 /40	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 17	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	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /15	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	
	% of People Trained on Water Efficiency (Manhours) 100 %	% of People Trained on Water Efficiency (Manhours) 100 %	% of People Trained on Water Efficiency (Manhours) 100 %	% of People Trained on Water Efficiency (Manhours) 100 %	% of People Trained on Water Efficiency (Manhours) (Target) 100 % /	
Air Pollution	SOx (Micro /m3) (Limit /Result) 80 / 16	SOx (Micro /m3) (Limit /Result) 80 / 19	SOx (Micro /m3) (Limit /Result) 80 / 15	SOx (Micro /m3) (Limit /Result) 80 /14	SOx (Micro /m3) (Limit /Result) 80 /	
	NOx (Micro /m3) (Limit /Result) 80 / 22	NOx (Micro /m3) (Limit /Result) 80 / 24	NOx (Micro /m3) (Limit /Result) 80 / 19	NOx (Micro /m3) (Limit /Result) 80 / 15	NOx (Micro /m3) (Limit /Result) 80 /	
	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 33.68	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 36.74	PM ₁₀ (mg/M ³) (Limit /Result) 100 / 32.16	PM ₁₀ (mg/M ³) (Limit /Result) 100 /31.15	PM ₁₀ (mg/M ³) (Limit /Result) 100 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Air Pollution	PM2.5 (mg/M³) (Limit /Result) 60 / 35	PM2.5 (mg/M³) (Limit /Result) 60 / 38	PM2.5 (mg/M³) (Limit /Result) 60 / 31	PM2.5 (mg/M³) (Limit /Result) 60 /28	PM2.5 (mg/M³) (Limit /Result) 60 /	
	Ammonia (mg/M³) (Limit /Result) 400 / 52	Ammonia (mg/M³) (Limit /Result) 400 / 56	Ammonia (mg/M³) (Limit /Result) 400 / 51	Ammonia (mg/M³) (Limit /Result) 400 / 48	Ammonia (mg/M³) (Limit /Result) 400 /	
	Lead (mg/M³) (Actual /Limit) BDL / 1.0	Lead (mg/M³) (Actual /Limit) BDL / 1.0	Lead (mg/M³) (Actual /Limit) BDL / 1.0	Lead (mg/M³) (Actual /Limit) BDL / 1.0	Lead (mg/M³) (Actual /Limit) / 1.0	
	Ozone (mg/M³) (Actual /Limit) 9.5 / 100	Ozone (mg/M³) (Actual /Limit) 12 / 100	Ozone (mg/M³) (Actual /Limit) 10.5 / 100	Ozone (mg/M³) (Actual /Limit) 9.2 / 100	Ozone (mg/M³) (Actual /Limit) / 100	
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 /	
	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 60 /65	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62/65	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 60/65	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62/65	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /65	



ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Noise	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61 / 65	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 64 / 65	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62 / 65	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 55/ 65	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 65	
Biodiversity Conservation	Number of native species supported (Actual) 05	Number of native species supported (Actual) 05	Number of native species supported (Actual) 10	Number of native species supported (Actual) 10	Number of native species supported (Target) 10 /	
	% 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 100%	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation (Target) 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 (Target) 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 2	Number of Awareness session conducted on Biodiversity conservation 3	Number of Awareness session conducted on Biodiversity conservation (Target) 5 /	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity (Target) 0 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Waste Generation	Total Waste Generated (in Metric Tonnes) (Actual) 43.994	Total Waste Generated (in Metric Tonnes) (Actual) 42.003	Total Waste Generated (in Metric Tonnes) (Actual) 35.875	Total Waste Generated (in Metric Tonnes) (Actual) 32.548	Total Waste Generated (in Metric Tonnes) (Target) 37.394 /	
	Total Hazardous Waste Generation (in Metric Tonnes) 0.59	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 0.54	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 0.45	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 0.41	Total Hazardous Waste Generation (in Metric Tonnes) (Target) 0.50 /	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 43.634	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual) 41.703	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual) 28.875	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual) 27.521	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target) 37.08 /	
	% of total waste from company operations diverted from landfills 100 %	% of total waste from company operations diverted from landfills (Actual) 100 %	% of total waste from company operations diverted from landfills (Actual) 100 %	% of total waste from company operations diverted from landfills (Actual) 100 %	% of total waste from company operations diverted from landfills (Target) 100%	
	Total Waste recycled in a year (in Metric Tonnes) 290	Total Waste recycled in a year (in Metric Tonnes) 290	Total Waste recycled in a year (in Metric Tonnes) 290	Total Waste recycled in a year (in Metric Tonnes) 305	Total Waste recycled in a year (in Metric Tonnes) 333 /	



ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Product Use	% of products are returned due to quality issues or defects? 0	% of products are returned due to quality issues or defects? (Actual) 0	% of products are returned due to quality issues or defects? (Actual) 0	% of products are returned due to quality issues or defects? (Actual) 0	% of products are returned due to quality issues or defects? (Target) 0 /	
	% of products that pass rigorous quality control inspections before being shipped to customers? 100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Target) 100% /100%	
Product End of Life	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Actual) 4	Reporting on Product End of Life Treatment (Actual) 5	Reporting on Product End of Life Treatment (Target) 5 /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 0%	Percentage of recycled input material out of total materials consumed 7%	Percentage of recycled input material out of total materials consumed 9%	Percentage of recycled input material out of total materials consumed 8%	Percentage of recycled input material out of total materials consumed (Target) 25% /	
	Number of awareness session with customer on disposal of product after use 1	Number of awareness session with customer on disposal of product after use 2	Number of awareness session with customer on disposal of product after use 2	Number of awareness session with customer on disposal of product after use 7	Number of awareness session with customer on disposal of product after use (Target) 10 /	

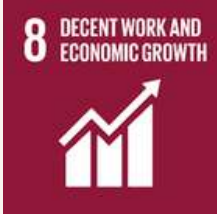
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Product Use	% of customers covered in awareness session on disposal of product after use 30 %	% of customers covered in awareness session on disposal of product after use 100 %	% of customers covered in awareness session on disposal of product after use 100 %	% of customers covered in awareness session on disposal of product after use 100 %	% of customers covered in awareness session on disposal of product after use (Target) 100 %	
	% of company's customer base has actively engaged in sustainable consumption practices 1%	% of company's customer base has actively engaged in sustainable consumption practices 4%	% of company's customer base has actively engaged in sustainable consumption practices 7%	% of company's customer base has actively engaged in sustainable consumption practices 13%	% of company's customer base has actively engaged in sustainable consumption practices (Target) 15 % /	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 15%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 30%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 45%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 56%	% of Employees Trained Sustainable Sourcing of Raw material (Target)) 50% /	
	% of Sustainable Sourcing of Raw material (Actual) 5%	% of Sustainable Sourcing of Raw material (Actual) 12%	% of Sustainable Sourcing of Raw material (Actual) 15%	% of Sustainable Sourcing of Raw material (Actual) 25%	% of Sustainable Sourcing of Raw material (Target) 25% /	
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target) 100% /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Percentage of operational sites with an environmental certification, such as ISO 50001 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target) 100% /	
Environmental service and advocacy	Number of environmental service and advocacy events organized 1	Number of environmental service and advocacy events organized 2	Number of environmental service and advocacy events organized 2	Number of environmental service and advocacy events organized 9	Number of environmental service and advocacy events organized (Target) 10 /	
	Percentage of Customers Participating in environmental service and advocacy related Training Programs 65%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target / Actual) 70%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target / Actual) 75%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Actual) 100%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target) 100%	
Training	% 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 (Actual) 100%	% of buyers across all locations who have received training on sustainable procurement (Actual) 100%	% of buyers across all locations who have received training on sustainable procurement (Actual) 100%	% of buyers across all locations who have received training on sustainable procurement (Target) 100%	
	% of total workforce received training on environmental issues 100%	% of total workforce received training on environmental issues (Actual) 100%	% of total workforce received training on environmental issues (Actual) 100%	% of total workforce received training on environmental issues (Actual) 100%	% of total workforce received training on environmental issues (Target) 100%	

KPI's

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Employment	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Target) NIL /	8 DECENT WORK AND ECONOMIC GROWTH 
	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Target) NIL /	
	Human Trafficking (%) (Actual) NIL	Human Trafficking (%) (Actual) NIL	Human Trafficking (%) (Actual) NIL	Human Trafficking (%) (Actual) NIL	Human Trafficking (%) (Target) NIL /	
	Attrition Ratio (%) (Actual) 9	Attrition Ratio (%) (Actual) 10	Attrition Ratio (%) (Actual) 8	Attrition Ratio (%) (Actual) 6	Attrition Ratio (%) (Target) 5 /	
	Total Training Hours of employees (Actual) 4530	Total Training Hours of employees (Actual) 5110	Total Training Hours of employees (Actual) 4800	Total Training Hours of employees (Actual) 5430	Total Training Hours of employees (Target) 5890/	



ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Total Training Hours per employee (Actual) 9.06	Total Training Hours per employee (Actual) 10.22	Total Training Hours per employee (Actual) 11.50	Total Training Hours per employee (ctual) 12.50	Total Training Hours per employee (Target) 13.40 /	
	Average Salary above Minimum Wages (Rs.) 21,000	Average Salary above Minimum Wages (Rs.) 25,564	Average Salary above Minimum Wages (Rs.) 25,000	Average Salary above Minimum Wages (Rs.) 25,360	Average Salary above Minimum Wages (Rs.) 31,000 /	
	Pay ratio between the highest-paid person and the median employee (%) 6:1	Pay ratio between the highest-paid person and the median employee (%) (Actual) 5:1	Pay ratio between the highest-paid person and the median employee (%) (Actual) 5:1	Pay ratio between the highest-paid person and the median employee (%) (Actual) 5:1	Pay ratio between the highest-paid person and the median employee (%) (Target) 5:1 /	
	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 (Target) 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 (Target) 100% /	
	Hiring of Local People (%) 35	Hiring of Local People (%) 38	Hiring of Local People (%) 38	Hiring of Local People (%) 42	Hiring of Local People (%) (Target) 35 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 3%	Hiring of People with Disability (%) 5%	Hiring of People with Disability (%) 5%	Hiring of People with Disability (%) (Target) 5% /	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Target) 2% /	
	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable / Marginalized People in company (%) 3%	Hiring of Vulnerable / Marginalized People in company (%) 5%	Hiring of Vulnerable / Marginalized People in company (%) (Target) 5% /	
	% of your employees with disabilities feel included and supported in the workplace? 100 %	% of your employees with disabilities feel included and supported in the workplace? 100 %	% of your employees with disabilities feel included and supported in the workplace? 100 %	% of your employees with disabilities feel included and supported in the workplace? 100 %	% of your employees with disabilities feel included and supported in the workplace? (Target) 100 % /	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees 0	Lost time injury (LTI) frequency rate for Employees 0	Lost time injury (LTI) frequency rate for Employees 0	Lost time injury (LTI) frequency rate for Employees 0	Lost time injury (LTI) frequency rate for direct workforce (Target) 0 /	3 GOOD HEALTH AND WELL-BEING 
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target) 0 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees (Target) 0 /	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Target) 0 /	
	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents (Target) 0 /	
	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents (Target) 0 /	
	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health (Target) 0/	
	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target) 100% /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	% of People Trained on Health & Safety (in Manhours) 100 %	% of People Trained on Health & Safety (in Manhours) (Actual) 100%	% of People Trained on Health & Safety (in Manhours) (Actual) 100%	% of People Trained on Health & Safety (in Manhours) (Actual) 100%	% People Trained on Health & Safety (in Manhours) (Target) 100% /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Target) 100% /	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target) 0% /	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target) 0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target) 100 %/	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (target) 100 %/	
	Total numbers of employees received regular performance and career development reviews (%) 100%	Total numbers of employees received regular performance and career development reviews (Actual) (%) 100%	Total numbers of employees received regular performance and career development reviews (Actual) (%) 100%	Total numbers of employees received regular performance and career development reviews (Actual) (%) 100%	Total numbers of employees received regular performance and career development reviews (Target) (%) 100 %/	
	# of Complaints reported on Child Labour / Human Trafficking NIL	# of Complaints reported on Child Labour / Human Trafficking NIL	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Target) NIL /	
	# of Complaints reported on Sexual Harassment NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Target) NIL /	
	# of Complaints reported on Discrimination (Internal) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Target) NIL /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Target) NIL /	
	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Target) NIL /	
	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target) NIL /	
	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Target) NIL /	
	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Target) NIL /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers (Target) NIL /	10 REDUCED INEQUALITIES 
	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL /	
	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100%/	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target) 100%/	
	% of People Trained on Human Rights (Manhours) 100%	% of People Trained on Human Rights (Manhours) (Actual) 100%	% of People Trained on Human Rights (Manhours) (Actual) 100%	% of People Trained on Human Rights (Manhours) (Actual) 100%	% of People Trained on Human Rights (Manhours) (Target) 100%/	
	People Trained on overall Career Management and Skill Development\ (Manhours) 1000	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 1110	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 900	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 1420	People Trained on overall Career Management and Skill Development\ (Manhours) (Target) 1595 /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	% of People Trained on overall Career Management and Skill Development\ (Manhours) 90%	% of People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 97.24%	% of People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 73.55%	% of People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 95.20%	% of People Trained on overall Career Management and Skill Development\ (Manhours) (Target) 98% /	
	Awareness Session conducted on Career Management 2	Awareness Session conducted on Career Management (Actual) 4	Awareness Session conducted on Career Management (Actual) 10	Awareness Session conducted on Career Management (Actual) 10	Awareness Session conducted on Career Management (Target) 10/	
Gender Equality	Gender balance at Worker level (Women to Men %) 8.4%	Gender balance at Worker level (Women to Men %) (Actual) 8%	Gender balance at Worker level (Women to Men %) (Actual) 10%	Gender balance at Worker level (Women to Men %) (Actual) 10%	Gender balance at Worker level (Women to Men %) (Target) 10% /	
	Gender balance at Executive level (Women to Men %) 5.3 %	Gender balance at Executive level (Women to Men %) (Actual) 5.0%	Gender balance at Executive level (Women to Men %) (Actual) 10%	Gender balance at Executive level (Women to Men %) (Actual) 0%	Gender balance at Executive level (Women to Men %) (Target) 10% /	
	Gender balance at Organization’s Board level (Women to Men %) 1.3 %	Gender balance at Organization’s Board level (Women to Men %) 2.3 %	Gender balance at Organization’s Board level (Women to Men %) 2.2 %	Gender balance at Organization’s Board level (Women to Men %) 2.5 %	Gender balance at Organization’s Board level (Women to Men %) (Target) 5 %	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Gender balance at whole Board level (Women to Men %) 5.3%	Gender balance at whole Board level (Women to Men %) 5.9%	Gender balance at whole Board level (Women to Men %) 6.3%	Gender balance at whole Board level (Women to Men %) 7.3%	Gender balance at whole Board level (Women to Men %) (Target) 25%	
	Gender balance at Top / Key Manager level (Women to Men %) 5%	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 5%	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 5%	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 20%	Gender balance at Top / Key Manager level (Women to Men %) (Target) 30% /	
	Gender balance of Employees ((Women to Men %) 19%	Gender balance of Employees ((Women to Men %) (Actual) 18%	Gender balance of Employees ((Women to Men %) (Actual) 33%	Gender balance of Employees ((Women to Men %) (Actual) 35%	Gender balance of Employees ((Women to Men %) (Target) 30% /	
	Average unadjusted gender pay gap (Woman to man %) 13%	Average unadjusted gender pay gap (Woman to man %) (Actual) 11%	Average unadjusted gender pay gap (Woman to man %) (Actual) 10%	Average unadjusted gender pay gap (Woman to man %) (Actual) 10%	Average unadjusted gender pay gap (Woman to man %) (Target) 5% /	
	% of People Trained on Gender Equality (Manhours) 90%	% of People Trained on Gender Equality (Manhours) (Actual) 74.75%	% of People Trained on Gender Equality (Manhours) (Actual) 94%	% of People Trained on Gender Equality (Manhours) (Actual) 95%	% of People Trained on Gender Equality (Manhours) (Target) 100% /	
Working Conditions	# of Hours Worked (Manhours) 8,000	# of Hours Worked (Manhours) (Actual) 8,285	# of Hours Worked (Manhours) (Actual) 9500	# of Hours Worked (Manhours) (Actual) 10120	# of Hours Worked (Manhours) (Target) 12760 /	



ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Target) 100%/	
	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification (Actual) NIL	Incident of non-potable drinking water identification (Actual) NIL	Incident of non-potable drinking water identification (Actual) NIL	Incident of non-potable drinking water identification (Target) NIL /	
	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Target) 100%/	
	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target) 100%/	
	% employees covered in awareness program 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Target) 100%/	
	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Target) NIL /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Certification	Percentage of operational facilities that are certified ISO 45001 (%) 0%	Percentage of operational facilities that are certified ISO 45001(Actual) (%) 100%	Percentage of operational facilities that are certified ISO 45001(Actual) (%) 100%	Percentage of operational facilities that are certified ISO 45001(Actual) (%) 100%	Percentage of operational facilities that are certified ISO 45001(target) (%) 100%/	
	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (Actual)(%) 100%	Percentage of operational facilities that are certified SA8000 (Actual)(%) 100%	Percentage of operational facilities that are certified SA8000 (Actual)(%) 100%	Percentage of operational facilities that are certified SA8000 (target) (%) 100%/	
	SMETA Certification 100%	SMETA Certification 100%	SMETA Certification 100%	SMETA Certification 100%	SMETA Certification (target) 100%/	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) 58	Amount Spent on CSR (Lakhs) 55	Amount Spent on CSR (Lakhs) 40	Amount Spent on CSR (Lakhs) 82	Amount Spent on CSR (Lakhs) 102 /	
	# of social initiatives at National and Local level 9	# of social initiatives at National and Local level 15	# of Social initiatives at National and Local level 7	# of Social initiatives at National and Local level 11	# of Social initiatives at National and Local level 10 /	

KPI's

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	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) 500	People Trained on Anti-Corruption & Bribery (in Manhours) 654	People Trained on Anti-Corruption & Bribery (in Manhours) 587	People Trained on Anti-Corruption & Bribery (in Manhours) 1305	People Trained on Anti-Corruption & Bribery (in Manhours) 1000 /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 100%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) 100%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) 100%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) 100%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) 100%/	
	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual) 100%/	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL /	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/	
	Data Retention Compliance: 100%	Data Retention Compliance: 100%	Data Retention Compliance: 100%	Data Retention Compliance: 100%	Data Retention Compliance: 100%/	
	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL /	
Value Chain	Suppliers evaluated for ESG Performance (in %) NIL	Suppliers evaluated for ESG Performance (in %) 45 %	Suppliers evaluated for ESG Performance (in %) 58%	Suppliers evaluated for ESG Performance (in %) 100%	Suppliers evaluated for ESG Performance (in %) 100%/	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) NIL	Suppliers evaluated for ESG Reporting (Onsite) (in %) 45 %	Suppliers evaluated for ESG Reporting (Onsite) (in %) 58%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 100%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 100%/	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	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 %)	17 PARTNERSHIPS FOR THE GOALS 
	NIL	45%	58%	100%	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 /	
	Average Number of Corrective Actions taken / Supplier	Average Number of Corrective Actions taken / Supplier	Average Number of Corrective Actions taken / Supplier	Average Number of Corrective Actions taken / Supplier	Average Number of Corrective Actions taken / Supplier	
	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 %)	
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	Integration of sustainability clauses in supplier contracts	
65 %	65 %	100%	100%	100% /		

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0 /	
Anti-Competitive Practice	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL /	
	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100% /	
Ethics	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100% /	17 PARTNERSHIPS FOR THE GOALS 
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% /	
	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL /	

ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Customer Health and Safety	# of Product Related Incident 0	# of Product Related Incident (Target) 0	# of Product Related Incident (Target) 0	# of Product Related Incident (Target) 0	# of Product Related Incident (Target) 0 /	17 PARTNERSHIPS FOR THE GOALS 
	Conduct Customer safety training sessions of Customers 65%	Conduct Customer safety training sessions of Customers 65%	Conduct Customer safety training sessions of Customers 75%	Conduct Customer safety training sessions of Customers 80%	Conduct Customer safety training sessions of Customers 100% /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 65%	Customer Participation Rate in Sustainability Session / Meeting 70 %	Customer Participation Rate in Sustainability Session / Meeting 75%	Customer Participation Rate in Sustainability Session / Meeting 90%	Customer Participation Rate in Sustainability Session / Meeting 100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 65%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 70 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 75%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% /	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0 /	



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403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	

DISCLOSURE	DESCRIPTION	PAGE NO.
403-8	Workers covered by an occupational health and safety management system	-
403-9	Work-related injuries	-
403-10	Work-related ill health	-
404-1	Average hours of training per year per employee	76,85
404-2	Percentage of employees receiving regular performance and career development reviews	44,76,77,83
405-1	Diversity of governance bodies and employees	-
405-2	Ratio of basic salary and remuneration of women to men	77,82
406-1	Incidents of discrimination and corrective actions taken	-
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
408-1	Operations and suppliers at significant risk for incidents of child labour	78,79,80
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	-
410-1	Security personnel trained in human rights policies or procedures	-

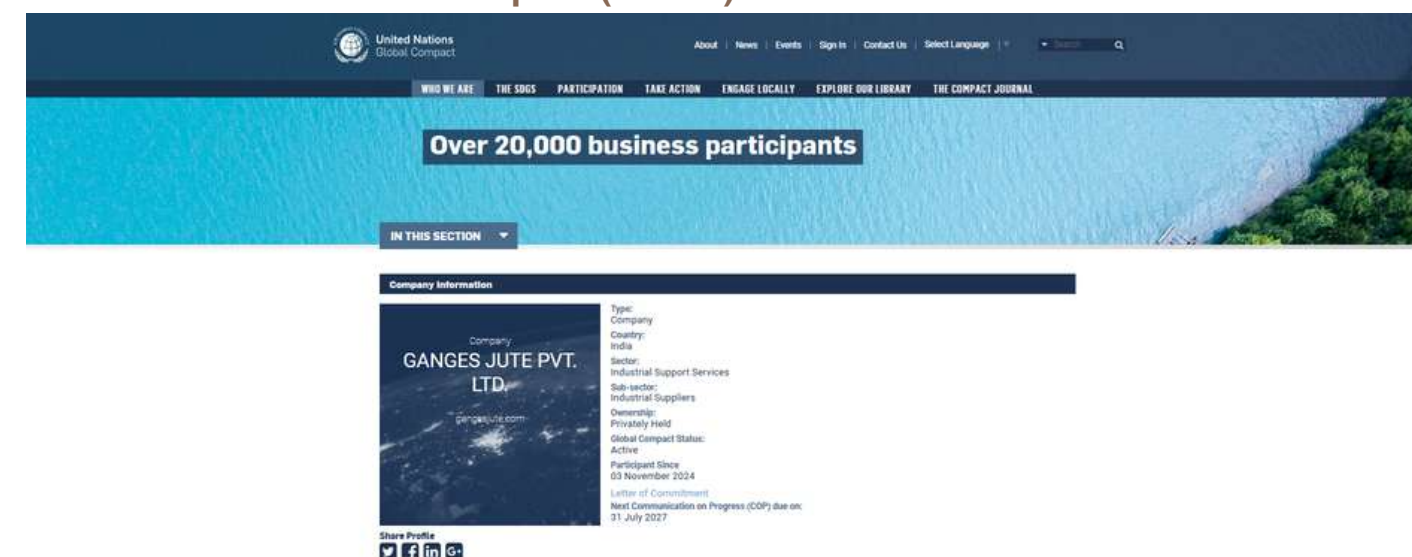


DISCLOSURE	DESCRIPTION	PAGE NO.
411-1	Incidents of violations involving rights of indigenous peoples	-
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	-
415-1	Political contributions	-
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
417-1	Requirements for product and service information and labelling	-
417-2	Incidents of non-compliance concerning product and service information and labelling	-
417-3	Incidents of non-compliance concerning marketing communications	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23,25

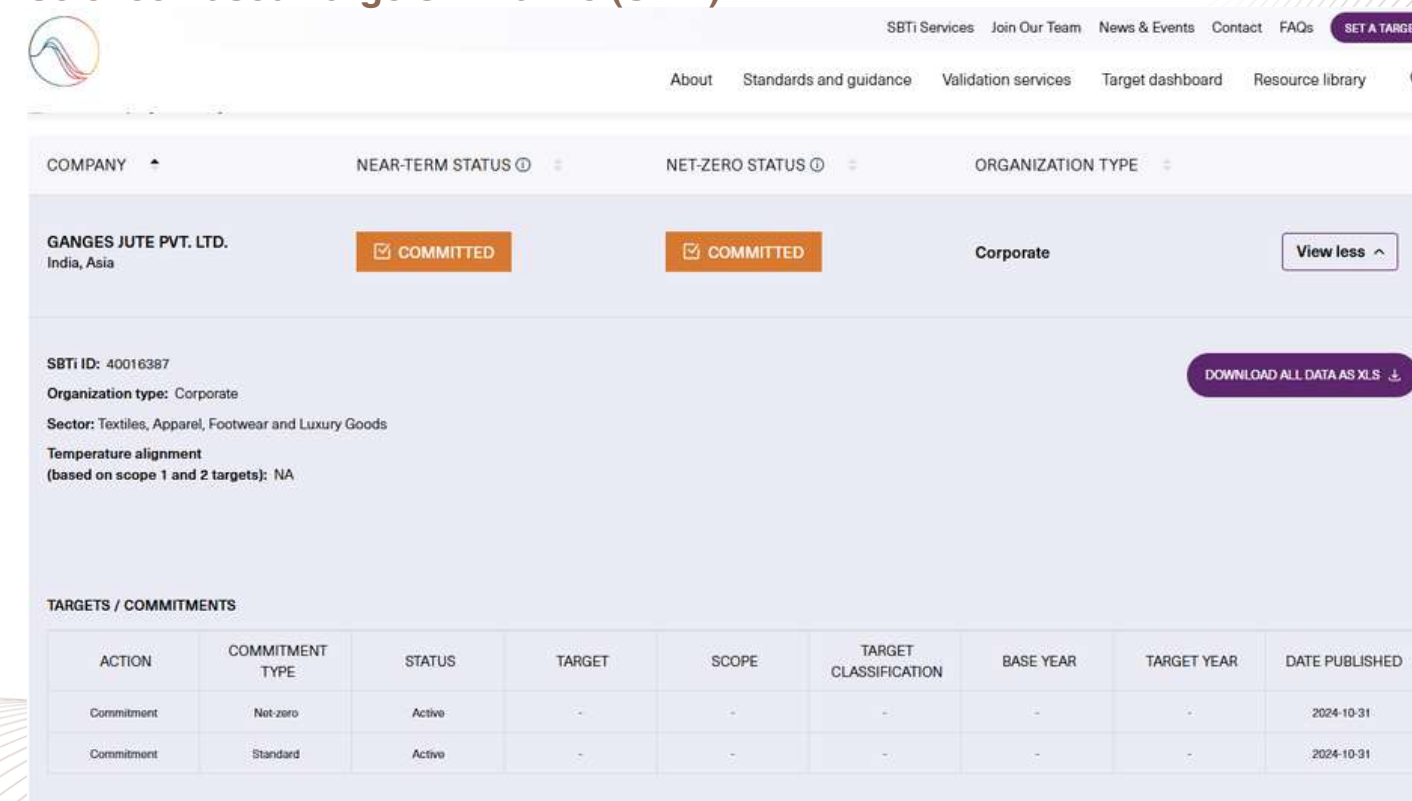
Endorsements and Global Commitments

Ganges Jute Private Limited aligns its sustainability approach with internationally recognized frameworks and initiatives, demonstrating its commitment to responsible business practices, climate action, and sustainable development.

United Nations Global Compact (UNGC)



Science Based Targets initiative (SBTi)



Certifications

The Company maintains various internationally recognized certifications that support its environmental, social, occupational health and safety, and responsible production practices:



Audits and Assessments

To strengthen transparency, supply chain responsibility, and operational excellence, the Company undergoes independent audits and assessments, including:

- amfori BSCI Audit
- SMETA (Sedex Members Ethical Trade Audit)

These certifications, commitments, and third-party assessments reflect the Company's continued efforts to uphold responsible environmental, social, ethical, and governance practices across its operations and value chain.

Assurance letter



Independent Assurance on Verification of Sustainability Information

Growlity/AR/25-17

Reporting Period – January 2025 to December 2025

The Management

Ganges Jute Pvt Ltd

Independent Assurance Report

Growthly, Inc. (hereinafter referred to as "The Service Provider" or "Growthly") have been engaged by **Ganges Jute Pvt Ltd** (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (ASR) 2025 and ESG KPI Roadmap Upto 2030 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growthly underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives.

Assurance Standard

The verification engagement has been planned and performed in accordance with the verification methodology developed by Growlity, which is based upon the "AA1000 Assurance Standard (AA1000AS v3)".

Scope of Assurance and Methodology

The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment in accordance to GRI Universal Standards 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:

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

Site Name	Location	Primary Function
Ganges Jute Pvt Ltd	DR. M. M. Banerjee Road, S.S. Jute Mill Compound, Poguria Ps - 2 Noapara, Pin - 743133, West Bengal, India	Manufacturing plant
	Chatterjee International Centre, 33A, Jawaharlal Nehru Road, 6th Floor, Kolkata - 700071, West Bengal	Corporate Office

- 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 Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the Annual Sustainability Report

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2025 and ESG KPI Roadmap Upto 2030 that is free from material misstatement in accordance with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well-founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

The Company is responsible for the preparation and submission of the Annual Sustainability Report 2025 and ESG KPI Roadmap Upto 2030 including ensuring accuracy of the data, appropriateness of methodology, and completeness of supporting evidence.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for 2025. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The Annual Sustainability Report 2025 and ESG KPI Roadmap Upto 2030 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Growlity's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Growlity has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Growlity. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

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Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Growlity is required to comply with the independence requirements set out in "AA1000 Assurance Standard (AA1000AS v3)". Growlity's independence policies and procedures ensure compliance with this standard. Details of Growlity's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@growlity.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Growlity does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's Annual Sustainability Report 2025 and ESG KPI Roadmap upto 2030 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Growlity shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its Annual Sustainability Report 2025 and ESG KPI Roadmap upto 2030 for the reporting period, in all material respects.

Dr. Nitin Dumasia
President & CEO, Growlity Inc.
Date: 18th March 2026
Place: USA



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Ganges
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