



**ESG KPI
ROADMAP UPTO
FY-2029-30**

Rakheja Enterprises LLP recognizes its responsibility in contributing to sustainable development and views it as an opportunity to create long-term positive impact beyond basic compliance. The Company is committed to strengthening transparency, ethical conduct, and regulatory adherence by proactively integrating sustainable and responsible practices across its operations. Through this approach, Rakheja Enterprises LLP aims to enhance the well-being of its employees, customers, suppliers, business partners, and stakeholders, while contributing meaningfully to social progress and responsible industry growth.

During FY 2024–25, Rakheja Enterprises LLP undertook a structured materiality assessment aligned with the Global Reporting Initiative (GRI) 2021 standards to identify and prioritize its most significant sustainability topics. Insights from this assessment informed the development of a clear set of ESG KPIs extending to FY 2029-30, with defined targets that demonstrate the Company's commitment to measurable and accountable sustainable development. These KPIs are aligned with the United Nations Sustainable Development Goals (SDGs), reinforcing Rakheja Enterprises LLP's dedication to contributing to global sustainability priorities.

Environmental (E)

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

Social (S)

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

Governance (G)

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

RESPONSIBILITIES

The Environmental and Safety Head is responsible for tracking, reviewing, and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and reporting performance progress to the Company's management team.

Similarly, the Human Resource Head is responsible for monitoring, reviewing, and updating Social and Governance KPIs on a monthly and quarterly basis, and ensuring that timely performance updates are communicated to the management.

In addition, the Procurement Head is responsible for monitoring, reviewing, and updating Sustainable Procurement KPIs on a monthly and quarterly basis, and for communicating performance updates to the Company's management team.

Together, these department heads play a critical role in ensuring that key sustainability metrics are consistently monitored, periodically updated, and transparently reported to the Company's management, supporting informed decision-making and continuous improvement.

LOCATION

Below locations were covered in order to collect the data and prepare the ESG KPI roadmap FY 2029-30

Sr. No.	Name	Address
1	Rakheja Enterprises LLP	Plot No. 132, Udyog Vihar, Phase-I, Gurugram, Haryana, India – 122016.

PERIOD OF REVIEW

In line with the Company's focus on strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will be systematically reviewed on a monthly and quarterly basis. These reviews are designed to enable timely course corrections and reinforce our commitment to achieving defined targets.

During each review cycle, cumulative progress against the KPIs will be carefully assessed, and performance status will be updated accordingly. This structured approach ensures clear visibility into progress, supports data-driven decision-making, and helps identify areas requiring focused action or improvement.

The review framework is aligned with the Company's long-term targets, with the current KPI horizon extending to FY 2029–30. These timelines serve as key benchmarks for evaluating annual performance and strategic effectiveness. Through consistent monitoring and evaluation, the Company aims to sustain momentum toward its objectives while driving continuous improvement and long-term value creation.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

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



Environmental KPIs in accordance to GRI

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

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

Social KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.

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

Governance KPIs in accordance to GRI:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.

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

2) Green House Gas Protocol

In accordance with our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change



3) United Nations Sustainable Development Goals (SDGs)

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

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

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

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

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

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



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


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

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



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

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


ENVIRONMENTAL

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance (April-Dec)	FY 2029-30 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG Emission (tCO ₂ eq)	Scope 1 GHG Emission (tCO ₂ eq) 2% Reduction (Target / Actual)	Scope 1 GHG Emission (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 1 GHG Emission (tCO ₂ eq) 15% Reduction (Target / Actual)	Scope 1 GHG Emission (tCO ₂ eq) 25% Reduction (Target / Actual)	
	55.24	54.14 / 27.73	52.48 / 102.26	46.95 / 20.49	41.43 /	
	Scope 2 GHG Emission (tCO ₂ eq)	Scope 2 GHG Emission (tCO ₂ eq) 2% Reduction (Target / Actual)	Scope 2 GHG Emission (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 2 GHG Emission (tCO ₂ eq) 15% Reduction (Target / Actual)	Scope 2 GHG Emission (tCO ₂ eq) 25% Reduction (Target / Actual)	
	16.54	16.21 / 56.34	15.71 / 164.21	14.06 / 215.53	12.40 /	
Scope 3 GHG Emission (tCO ₂ eq)	Scope 3 GHG Emission (tCO ₂ eq) 2% Reduction (Target / Actual)	Scope 3 GHG Emission (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 3 GHG Emission (tCO ₂ eq) 15% Reduction (Target / Actual)	Scope 3 GHG Emission (tCO ₂ eq) 25% Reduction (Target / Actual)		
1,547.28	1516.33/753.41	1469.92/224.64	1315.19/483.96	1,160.46 /		
Scope 3 Downstream GHG Emission (tCO ₂ eq) <i>Not Applicable (As no operations during the pre-operational phase)</i>	Scope 3 Downstream GHG Emission (tCO ₂ eq) <i>(Operational phase had started but operations were not fully operational.)</i>	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Baseline Year)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 15 % Reduction (Target / Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 25 % Reduction (Target / Actual)		
2.58	139.37	118.46/306.35	104.53 /			

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	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq) 2% Reduction (Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq) 5% Reduction (Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq) 15% Reduction (Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq) 25% Reduction (Target / Actual)	
	391.24	383.42/637.37	371.68/11.75	332.55 / 28.82	293.43 /	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual)	
	0.20	0.196 / 0.234	0.190 / 0.112	0.170 / 0.112	0.150 /	
	% of People Trained on GHG (Manhours)	% of People Trained on GHG (Manhours) (Target / Actual)	% of People Trained on GHG (Manhours) (Target / Actual)	% of People Trained on GHG (Manhours) (Target / Actual)	% of People Trained on GHG (Manhours) (Target / Actual)	
	100 %	100 %/ 100 %	100% / 100%	100% / 100%	100% /	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks	% of operational sites assessed on specific environmental risks	% of operational sites assessed on specific environmental risks	% of operational sites assessed on specific environmental risks	% of operational sites assessed on specific environmental risks	
	100%	100%/100%	100%/100%	100%/100%	100%/	
Environmental Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL /	
Energy	Total Energy consumed (in KWH)	Total Energy consumed (in KWH) (Target / Actual)	Total Energy consumed (in KWH) (Target / Actual)	Total Energy consumed (in KWH) (Target / Actual)	Total Energy consumed (in KWH) (Target / Actual)	
	19,698	19304.04/ 76,022	18713.10/ 227423	16743.30/ 226439	14773.50 /	

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	Total renewable energy consumption (in KWH)	Total renewable energy consumption (in KWH) (Target / Actual)	Total renewable energy consumption (in KWH) (Target / Actual)	Total renewable energy consumption (in KWH) (Target / Actual)	Total renewable energy consumption (in KWH) (Target / Actual)	
	0	100 / 0	200 / 0	200 / 0	400 /	
	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	
	0 %	10%/0%	20%/0%	20%/0%	40%/	
	% of People Trained on Energy Efficiency (Manhours)	% of People Trained on Energy Efficiency (Manhours) (Target / Actual)	% of People Trained on Energy Efficiency (Manhours) (Target / Actual)	% of People Trained on Energy Efficiency (Manhours) (Target / Actual)	% of People Trained on Energy Efficiency (Manhours) (Target / Actual)	
	100 %	100%/100%	100%/100%	100%/100 %	100%/	
Water	Total Water consumption (in Kilo Litres / Year)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	
	1,751	1,620 / 11,916	1,490 / 75,540	1,360 / 91,755	1,225.7 /	
	Total Water recycled and reused (in Kilo Litres / Year)	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual)	
	0	100/ 0	130/160	180/180	250 /	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	

	1,664	1,500/1,664	1,897/2,500	2,597/3,500	4000 /	
	Total water consumption per employee (in Litres / Employee / Day)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	
	104	101/104	99/80	88/80	75 /	
	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	
	80.32 %	70%/73%	80%/83%	96%/99%	100 % /	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	
	50 / 14	50 / 14	50 /15	50 /15	50 /	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	
	NA / <1	NA / <1	NA / <1	NA / <1	NA /	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	



	(Limit / Result) 150 / 51	(Limit / Result) 150 / 49	(Limit / Result) 150 / 43	(Limit / Result) 150 / 43	(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 / 17	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%/100 %	% of People Trained on Water Efficiency (Manhours) 100%/100 %	% of People Trained on Water Efficiency (Manhours) 100%/100 %	% of People Trained on Water Efficiency (Manhours) 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 / 15	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 / 19	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 / 32.16	PM ₁₀ (mg/M ³) (Limit /Result) 100 /	

	PM2.5 (mg/M ³) (Limit /Result) 60 / 35	PM2.5 (mg/M ³) (Limit /Result) 60 / 38	PM2.5 (mg/M ³) (Limit /Result) 60 / 31	PM2.5 (mg/M ³) (Limit /Result) 60 / 31	PM2.5 (mg/M ³) (Limit /Result) 60 /
	Ammonia (mg/M ³) (Limit /Result) 400 / 52	Ammonia (mg/M ³) (Limit /Result) 400 / 56	Ammonia (mg/M ³) (Limit /Result) 400 / 51	Ammonia (mg/M ³) (Limit /Result) 400 / 51	Ammonia (mg/M ³) (Limit /Result) 400 /
	Lead (mg/M ³) (Actual /Limit) BDL / 1.0	Lead (mg/M ³) (Actual /Limit) BDL / 1.0	Lead (mg/M ³) (Actual /Limit) BDL / 1.0	Lead (mg/M ³) (Actual /Limit) BDL / 1.0	Lead (mg/M ³) (Actual /Limit) / 1.0
	Ozone (mg/M ³) (Actual /Limit) 9.5 / 100	Ozone (mg/M ³) (Actual /Limit) 12 / 100	Ozone (mg/M ³) (Actual /Limit) 10.5 / 100	Ozone (mg/M ³) (Actual /Limit) 10.5 / 100	Ozone (mg/M ³) (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 / NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL / NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL / NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL /
Noise	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) 60/65	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /65




	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	61 / 65	64 / 65	62 / 65	62 / 65	/ 65	
Biodiversity Conservation	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	
	05	05 / 00	10 / 00	10 / 00	10 /	
	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	
0%	100% / 100%	100% / 100%	100% / 100%	100% / 100%	100% /	
Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	
0	1 / 1	2 / 2	2 / 2	2 / 2	5 /	



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	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	
	0	0 / 0	0 / 0	0 / 0	0 /	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	
	1.20	1.14 / 3.40	1.08 / 0.26	1.02 / 0.25	0.90 /	
	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	
	0.45	0.43 / 1.28	0.40 / 0.09	0.38 / 0.09	0.37 /	
Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)		
0.75	0.71 / 2.13	0.66 / 0.16	0.64 / 0.15	0.56 /		
% of total waste from company operations diverted from landfills	% of total waste from company operations diverted from landfills (Target / Actual)	% of total waste from company operations diverted from landfills (Target / Actual)	% of total waste from company operations diverted from landfills (Target / Actual)	% of total waste from company operations diverted from landfills (Target / Actual)	% of total waste from company operations diverted from landfills (Target / Actual)	
100%	100%/100%	100%/100%	100%/100%	100 % /		




	Total Waste recycled in a year (in Metric Tonnes)	Total Waste recycled in a year (in Metric Tonnes)	Total Waste recycled in a year (in Metric Tonnes)	Total Waste recycled in a year (in Metric Tonnes)	Total Waste recycled in a year (in Metric Tonnes)	
	0	0.103 / 0	0.206 / 0	0.309 / 0	0 /	
	% of products are returned due to quality issues or defects? 0	% of products are returned due to quality issues or defects? (Target / Actual) 0 / 0	% of products are returned due to quality issues or defects? (Target / Actual) 0 / 0	% of products are returned due to quality issues or defects? (Target / Actual) 0 / 0	% of products are returned due to quality issues or defects? (Target / Actual) 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? (Target / Actual) 100%/100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Target / Actual) 100%/100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Target / Actual) 100%/100%	% of products that pass rigorous quality control inspections before being shipped to customers? (Target / Actual) 100% /	
Product Use	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%/100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%/100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%/100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%	
	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	

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	0%	0%/0%	0%/0%	0%/0%	0%/	
	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	
	0	0/0	0/0	0/0	0/	
	% of product's safety data sheets or product labels covers information related to product composition (Actual)	% of product's safety data sheets or product labels covers information related to product composition (Actual)	% of product's safety data sheets or product labels covers information related to product composition (Actual)	% of product's safety data sheets or product labels covers information related to product composition (Actual)	% of product's safety data sheets or product labels covers information related to product composition (Actual)	
	100%	100%/100%	100%/100%	100%/100%	100%	
Product End of Life	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	
	0	1 / 0	3 / 4	4 / 4	8/	
	% of product lines with end-of-life guidance or disposal instructions available to customers (Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Actual)	
	100%	100%/100%	100%/100%	100%/100%	100%	



Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	
	0%	4% / 7%	10% / 9%	10% / 9%	25% /	
	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	Number of awareness session with customer on disposal of product after use	
	1	2 / 2	2 / 2	2 / 2	4 /	
	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	
	30 %	100%/100%	100%/100%	100%/100%	100 % /	
	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	
	1%	3% / 4%	5% / 7%	6% / 7%	10 % /	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	
	15%	35% / 30%	45% / 45%	47% / 45%	50% /	

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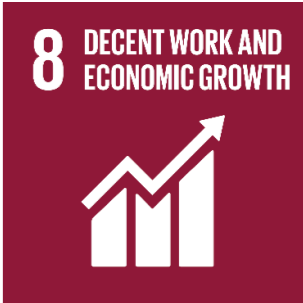
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)
	5%	10% / 12%	15% / 15%	20% / 15%	30% /
Environmental Certificate	Percentage of operational sites certified under Organic Content Standard (OCS)	Percentage of operational sites certified under Organic Content Standard (OCS) (Target / Actual)	Percentage of operational sites certified under Organic Content Standard (Target / Actual)	Percentage of operational sites certified under Organic Content Standard (Target / Actual)	Percentage of operational sites certified under Organic Content Standard (Target / Actual)
	100%	100% / 100%	100% / 100%	100% / 100%	100% /
	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)
	100%	100% / 0%	100% / 0%	100% / 0%	100% /
Environmental service and advocacy	Number of environmental service and advocacy events organized	Number of environmental service and advocacy events organized	Number of environmental service and advocacy events organized	Number of environmental service and advocacy events organized	Number of environmental service and advocacy events organized
	1	2 / 2	2 / 2	2 / 2	2 /
	Percentage of Customers Participating in environmental service and advocacy related Training Programs	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target /Actual)



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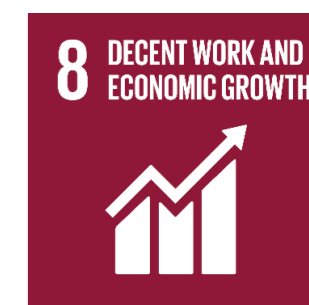
	65%	70% / 70%	75% / 75%	80% / 78%	100% /	
Training	% of buyers across all locations who have received training on sustainable procurement	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	
	100%	100%/100%	100%/100%	100%/100%	100% /	


Social

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance (Apr-Dec)	FY 2029-30 Target	UN - SDGs
Employment	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	
26.54%	20%/22.02%	18%/15.02%	15%/ 10.26%	10% /		
Total Training Hours of employees (Target / Actual)	Total Training Hours of employees(Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	
2146200				2468130/		

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		1745330/184 5440	2210510/228 7760	2278434/22877 60	
Total Training Hours per employee (Target / Actual)	Total Training Hours per employee (Target / Actual)	3015/2528	3087/2312	3145/2102	3381/
Average Salary above Minimum Wages (Rs.)	Average Salary above Minimum Wages (Rs.)	66300/58936	67917/76251	69210 /86251	74385/
Pay ratio between the highest-paid person and the median employee (%)	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual)	4:1/ 1:6.2	4:1/ 1:6	3:1 /1:6	2:1 /
Employees Above Living wage rules	Employees Above Living wage rules	100%/100%	100%/100 %	100%/100 %	100% /
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100%/ 100 %	100%/100 %	100%/100 %	100%
Hiring of Local People (%)	Hiring of Local People (%)				



	95%	95%/95%	100%/95%	100%/100 %	100% /	
	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	
	0%	0.5%/0%	0.5%/0%	0.5% /0%	0.5% /	
	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	
	0	0.5%/0	0.5%/0	0.5% /0	0.5% /	
	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	
	0%	2.0%/0%	2.0%/0%	2.0% /0%	2.0% /	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	
	0.00	0.00 / 0.00	0.00 / 0.00	0.00 /0.00	0.00 /	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	
	0.00	0.00 / 0.00	0.00/ 0.00	0.00 /0.00	0.00 /	
Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees		
0.00	0.00 / 0.00	0.00/ 0.00	0.00 /0.00	0.00 /		

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Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers
0.00	0.00 / 0.00	0.00 / 0.00	0.00/0.00	0.00	
# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents
0	0 / 0	0 / 0	0 / 0	0 /	
# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents
0	0 / 0	0 / 0	0 / 0	0 /	
Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health
0	0 / 0	0 / 0	0 / 0	0 /	
% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)
100%	100% / 100%	100% / 100%	100%/100%	100% /	
% of the total workforce across all locations represented in formal joint management-worker health & safety	% of the total workforce across all locations represented in formal joint management-worker health & safety	% of the total workforce across all locations represented in formal joint management-worker health & safety	% of the total workforce across all locations represented in formal joint management-worker health & safety (Target / Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety	% of the total workforce across all locations represented in formal joint management-worker health & safety



	health & safety committees	committees (Target / Actual)	committees (Target / Actual)		committees (Target / Actual)	
	100%	100% / 100%	100%/ 100%	100%/100%	100%	
	Percentage of People Trained on Health & Safety (in Manhours)	Percentage of People Trained on Health & Safety (in Manhours) (Target / Actual)	Percentage of People Trained on Health & Safety (in Manhours) (Target / Actual)	Percentage of People Trained on Health & Safety (in Manhours) (Target / Actual)	Percentage of People Trained on Health & Safety (in Manhours) (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	
	100%	100% / 100%	100% / 100%	100%/100%	100% /	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	
0%	0% / 0%	0% /0%	0%/0%	0% /		
% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	



	0%	0% / 0%	0% / 0%	0% / 0%	0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	
	100%	100%/100%	100%/100%	100%/100%	100 % /	
	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	
	100%	100%/100%	100%/100%	100% /100%	100% /	
	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% /100%	100% /	
	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	



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# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	
0	0/0	0/0	0 / 0	0 / 0	0/	
# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	
0	0/0	0/0	0/0	0/0	0 /	
# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	
0	0/0	0/0	0/0	0/0	0 /	
# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	
0	0/0	0/0	0/0	0/0	0 /	
% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	
100 %	100%/100%	100%/100%	100%/100%	100%/100%	100 % /	



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	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	
	100%	100%/100%	100%/100%	100%/100%	100 % /	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	
	100 %	100%/100%	100%/100%	100%/100%	100 % /	
	% of people Trained on Human Rights	% of people Trained on Human Rights (Target / Actual)	% of people Trained on Human Rights (Target / Actual)	% of people Trained on Human Rights (Target / Actual)	% of people Trained on Human Rights (Target / Actual)	
	90 %	100%/100%	100%/100%	100%/100%	100 %	
Career Management & Training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	
	100 %	100%/100%	100%/100%	100%/100%	100 %	
	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)




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	735	753/632	771/578	790 /678	84/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	
	06	06/08	05/10	10 /10	15 /	
Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	
	0.1361	1/0.4747	1/0	2/0	5/	
	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	
	1.49%	1/1.58%	4/7.28%	6% /8.39%	15% /	
	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	
0.54%	1/0.47%	1/1.03%	1/1.05%	5 /		
Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)		
2.18%	2/2%	2/3.1%	4% /4.1%	5%		

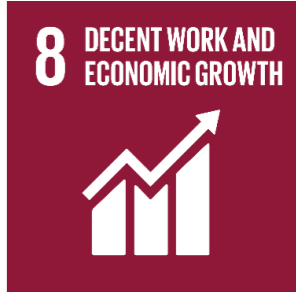


	Gender balance within the organization's board (Women to Men) (%) 1.08%	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 2/1.02%	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 2/2.02%	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 2% /2.02%	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 5%/	
	Average unadjusted gender pay gap (Woman to man %) 0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0 /	
	% of people Trained on Gender Equality 90%	% of people Trained on Gender Equality (Target / Actual) 100%/100%	% of people Trained on Gender Equality (Target / Actual) 100%/100%	% of people Trained on Gender Equality (Target / Actual) 100%/100%	% of people Trained on Gender Equality (Target / Actual) 100 %	
Working Conditions	# of Hours Worked (Manhours) 2146200	# of Hours Worked (Manhours) 1845440	# of Hours Worked (Manhours) 1687760	# of Hours Worked (Manhours) 2687760	# of Hours Worked (Manhours)	
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100% /	
	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 /	

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	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100%/100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100%/	
	% employees covered in awareness program 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100%/ 100%	% employees covered in awareness program 100%/	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0 /	
Discrimination & Harassment	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0/0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 /	
	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0/0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0/0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 /	
	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0/0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0/0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 /	

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	0	0 / 0	0/0	0/0	0 /	
	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	
	0	0 / 0	0/0	0/0	0 /	
	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	
	0	0/0	0/0	0/0	0 /	
	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	
	100%	100%/100%	100%/100%	100%/100%	100% /	
Certification	Percentage of operational facilities that are certified ISO 45001 (%)	Percentage of operational facilities that are certified ISO 45001(target s/Actual) (%)	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%)	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%)	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%)	
	100%	100%/0%	100%/0%	100%/0%	100% /	
	Percentage of operational facilities that are certified SA8000 (%)	Percentage of operational facilities that are certified	Percentage of operational facilities that are certified	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	

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		SA8000 (target / Actual)(%)	SA8000 (target / Actual)(%)			
	0%	100%/100%	100%/100%	100%/100%	100%	
	SMETA Certification	SMETA Certification	SMETA Certification	SMETA Certification	SMETA Certification	
	0%	0%/0%	0%/0%	100% /0%	100% /	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs)	Amount Spent on CSR (Lakhs)	Amount Spent on CSR (Lakhs)	Amount Spent on CSR (Lakhs)	Amount Spent on CSR (Lakhs)	
	158	162/275	165/247	169 /257	181/	
	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of Social initiatives at National and Local level	# of Social initiatives at National and Local level	# of Social initiatives at National and Local level	
	5	5/ 5	5/ 5	5/ 5	8 /	



GOVERNANCE

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance (Apr-Dec)	FY 2029-30 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL / NIL	# of Complaints reported on Corruption & Bribery NIL / NIL	# of Complaints reported on Corruption & Bribery NIL / 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% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) 100% /	
	People Trained on Anti-Corruption & Bribery (in Manhours) 500	People Trained on Anti-Corruption & Bribery (in Manhours) 600 / 654	People Trained on Anti-Corruption & Bribery (in Manhours) 800 / 587	People Trained on Anti-Corruption & Bribery (in Manhours) 800 / 587	People Trained on Anti-Corruption & Bribery (in Manhours) 1,000 /	
	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) (%) (Target /Actual) 100% / 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% / 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% / 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% /	

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

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



Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)
NIL	100%/100%	100%/100 %	100%/100 %	100 % /
Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)
NIL	100%/100%	100%/100%	100%/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	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	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%	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%	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
	65%	100%/100%	100%/100%	100%/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	0/0	0 /
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit
	100 %	100%/100%	100%/100%	100%/100%	100 % /
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)
	100%	100%/100%	100%/100%	100%/100%	100% /



	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)
	100%	100%/100%	100%/100%	100%/100%	100% /
	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL /
Customer Health and Safety	# of Product Related Incident	# of Product Related Incident (Target / Actual)	# of Product Related Incident (Target / Actual)	# of Product Related Incident (Target / Actual)	# of Product Related Incident (Target / Actual)
	0	0 / 0	0 / 0	0 / 0	0 /
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers
	65%	100%/100%	100%/100%	100%/100%	100 % /
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting
	65%	100%/100%	100% /100%	100%/100%	100% /
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting
	65%	100%/100%	100%/100%	100%/100%	100%/



	% of the total workforce who are covered by formal collective agreements (Actual)	% of the total workforce who are covered by formal collective agreements (Actual/Target)	% of the total workforce who are covered by formal collective agreements (Actual/Target)	% of the total workforce who are covered by formal collective agreements (Actual/Target)	% of the total workforce who are covered by formal collective agreements (Actual/Target)	
	65%	100%/100%	100%/100%	100%/100%	100%	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	
	0	0/0	0/0	0/0	0 /	

ASSURANCE LETTER



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232782

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

The Management

Rakheja Enterprises LLP

Independent Assurance Report

Growlity Private Limited was appointed by Rakheja Enterprises LLP (referred to as “the Company”) to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company’s ESG KPI Roadmap up to FY 2029–2030. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document, along with the material topics identified through the materiality assessment conducted with its stakeholders. The sustainability information provided within the report is in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. The Company has also followed the guidelines of ISO 14064-1:2018 and the Greenhouse Gas (GHG) Protocol, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. Additionally, the ESG KPI Roadmap has been developed in alignment with the United Nations Sustainable Development Goals (SDGs), reinforcing the Company’s commitment to contributing towards global sustainability priorities. This engagement by Growlity Private Limited underscores the Company’s commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts.

Scope of Assurance and Methodology

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

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

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

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

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

Location Covered

The assurance covers all sites of **Rakheja Enterprises LLP**, as listed below:

SITES	ADDRESS
Factory Site	Plot No. 132, Udyog Vihar, Phase-I, Gurugram, Haryana, India – 122016.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics during the FY 2024-25. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

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



Dr. Nitin Dumasia

President & CEO

Date: 15th January 2026

Place: Surat, India.