



ESG REPORT

2024

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INTRODUCTION



ABOUT THIS REPORT

GRI 2

Organizational details: (GRI 2-1)

We, Meridian Global Ventures Pvt. Ltd. (hereinafter referred to as “Meridian,” “the Company,” “us,” “our,” or “we”), are pleased to present our Annual Sustainability Report for 2024. This report reflects our enduring commitment to Environmental, Social, and Governance (ESG) principles, and outlines our approach to responsible growth, sustainable manufacturing, and creating long-term value for our stakeholders. This year’s report is anchored by the theme:

“Sustainable Stitches, Stronger Tomorrow”

means going beyond production to ensure ethical practices, environmental stewardship, and positive social impact at every stage of our value chain. This report follows the Global Reporting Initiative (GRI) Standards and the United Nations Global Compact (UNGC) principles, guided by the United Nations Sustainable Development Goals (UNSDGs) and supported by transparent disclosures.

Entities included in the organization’s sustainability reporting: (GRI 2-2)

Manufacturing Sites Evaluated:

Meridian International – Survey Number:365,KG Nagar,Pitchampalayam 641603 Tirupur, Tamilnadu India

Tulip Creation – D.No.3/10 C Athupalayam Road,11,Chettipalayam Village,Poondi 641652 Tirupur, Tamilnadu India

Reporting period, frequency and contact point: (GRI 2-3)

This report covers the fiscal year January 1, 2024, to December 31, 2024 , presenting our business model, strategy, risks, opportunities, sustainability performance, and outlook. We strive to ensure all information disclosed is accurate, complete, and transparent.

External Assurance: (GRI 2-5)

This Annual Sustainability Report has been independently reviewed and assured at a “Limited Assurance” level by Growlity Pvt Ltd., in accordance with the Global Reporting Initiative (GRI) Standards and the Greenhouse Gas (GHG) Protocol, to ensure accuracy, reliability, and transparency of the disclosed information.

Forward-Looking Statement

This report includes forward-looking statements about Meridian Global Ventures Pvt. Ltd.’s sustainability goals and future plans. These are based on current expectations and may change due to external factors such as market conditions or regulatory updates. Actual outcomes may differ, and the company does not assume responsibility for updating these statements.



MESSEAGE FROM OUR LEADERSHIP

At Meridian Global Ventures Pvt. Ltd., sustainability is not just an initiative — it is the essence of who we are and how we operate. Our journey began with a simple belief: that growth and responsibility can, and must, go hand in hand. Over the years, this belief has evolved into a guiding philosophy shaping every decision, innovation, and partnership. Our story is one of continuous learning and progress. We have moved beyond traditional business goals to embrace a more holistic vision — one that values people, protects the planet, and delivers long-term prosperity. Diversity, inclusion, and respect form the foundation of our workplace culture. Every individual is encouraged to contribute ideas, take ownership, and grow both personally and professionally. By creating an environment where employees feel valued and supported, we strengthen not only our organization but the communities we serve.

Integrity lies at the heart of our governance. Ethical decision-making, transparency, and accountability guide our operations across every level. We have embedded fair practices and anti-corruption measures into our systems to ensure that our success is built on trust and honesty.

Equally, our environmental commitment continues to deepen. We are actively adopting resource-efficient technologies, sustainable sourcing practices, and waste-reduction measures to minimize our ecological footprint. Every step we take toward energy efficiency or cleaner production is a step toward a greener tomorrow.

Beyond our boundaries, we invest in the well-being of the communities that surround us. Through education initiatives, skill-building programs, and local partnerships, we strive to create opportunities that uplift lives and strengthen resilience.

As we look to the future, we remain focused on innovation and collaboration. Our sustainability journey is ongoing — shaped by the people who believe in responsible progress and the partners who share our vision. Together, we are building a future that is equitable, resilient, and sustainable — where business growth becomes a force for positive change.

Managing Director / Leadership Team
Meridian Global Ventures Pvt. Ltd.

ABOUT THE COMPANY

Our Journey

Established in 1993 in Chennai, Tamil Nadu, Meridian Global Ventures Pvt. Ltd. has grown into a leading player in the Indian apparel manufacturing sector. The company was founded with a vision to create high-quality, responsibly produced garments that blend craftsmanship with modern design. Over the last three decades, Meridian has steadily evolved from a regional enterprise into a trusted manufacturing partner catering to both domestic and international markets.

Guided by a culture of integrity, innovation, and sustainability, the company continues to uphold its founding principles — ensuring ethical production, fair labor practices, and environmentally conscious operations. Through continuous improvement, Meridian Global Ventures remains committed to building a resilient and future-ready apparel business that supports people, planet, and performance.

Growth & Expansion

Meridian Global Ventures has experienced consistent growth through strategic investments in technology, process efficiency, and workforce development. The company's manufacturing facilities in Chennai and Tirupur serve as key production hubs, equipped with advanced machinery for cutting, stitching, finishing, and quality inspection.

With a team of skilled professionals and a workforce of over 400 employees, the company has strengthened its production capacity while maintaining focus on quality, safety, and sustainability. Its product portfolio has expanded to include men's casual shirts, cotton pajamas, women's T-shirts, fancy tops, and other apparel lines, catering to diverse customer needs.

Meridian's sustained growth is driven by customer trust, operational transparency, and a focus on responsible supply chain management. The company continues to explore new markets and partnerships, reinforcing its position as a reliable garment manufacturer committed to ethical trade and long-term value creation.

Product Excellence & Versatility

At Meridian Global Ventures Pvt. Ltd., product excellence is driven by innovation, precision, and responsibility. Each garment reflects superior quality, comfort, and craftsmanship, supported by sustainable material sourcing and stringent quality controls.

Our integrated manufacturing systems enable agility to meet evolving market trends while maintaining global standards of performance and durability. Continuous investments in cleaner technologies, waste reduction, and eco-friendly production ensure that our growth remains aligned with sustainability principles — where innovation and accountability work together to shape a better future.

ABOUT THE COMPANY

Responsibility Beyond Manufacturing

We at Meridian Global Ventures Pvt. Ltd. go beyond garment production to embrace ethical, environmental, and social responsibility. Through sustainable sourcing, fair labor practices, and eco-efficient manufacturing, we strive to minimize our impact while maximizing positive change.

Our commitment is to create apparel that reflects not just quality, but respect for people, communities, and the planet — building a more sustainable future together.

Building a Sustainable Tomorrow

At Meridian Global Ventures Pvt. Ltd., progress is driven by collaboration, responsibility, and innovation. Guided by our commitment to ethical business practices, we strive to balance growth with sustainability—ensuring that every step forward creates value for people, the planet, and our partners.

Through continuous improvement in manufacturing efficiency, resource optimization, and workforce empowerment, we aim to minimize environmental impact while enhancing social and economic resilience. Our vision is to foster an apparel industry that is inclusive, responsible, and future-ready—where collective effort shapes lasting change and shared prosperity.

Sustainability Vision & Commitment:

At Meridian Global Ventures Pvt. Ltd., sustainability forms the cornerstone of our organizational philosophy and long-term business strategy. We believe that true progress lies in creating enduring value — not only for our stakeholders but also for the planet and communities we impact. Our commitment to sustainability is reflected in our efforts to integrate environmental responsibility, social inclusiveness, and ethical governance across all levels of our operations.

We strive to operate in a manner that reduces our ecological footprint by optimizing resource use, minimizing waste generation, and embracing cleaner and more energy-efficient technologies. Our approach emphasizes continuous improvement through innovation, compliance with environmental standards, and alignment with international sustainability frameworks such as the United Nations Sustainable Development Goals (UN SDGs).

Equally, we are committed to nurturing a safe, inclusive, and supportive work culture that values our employees, fosters integrity, and strengthens community relationships. By promoting responsible business practices and sustainable sourcing, we aim to build resilience, transparency, and shared prosperity across our value chain.

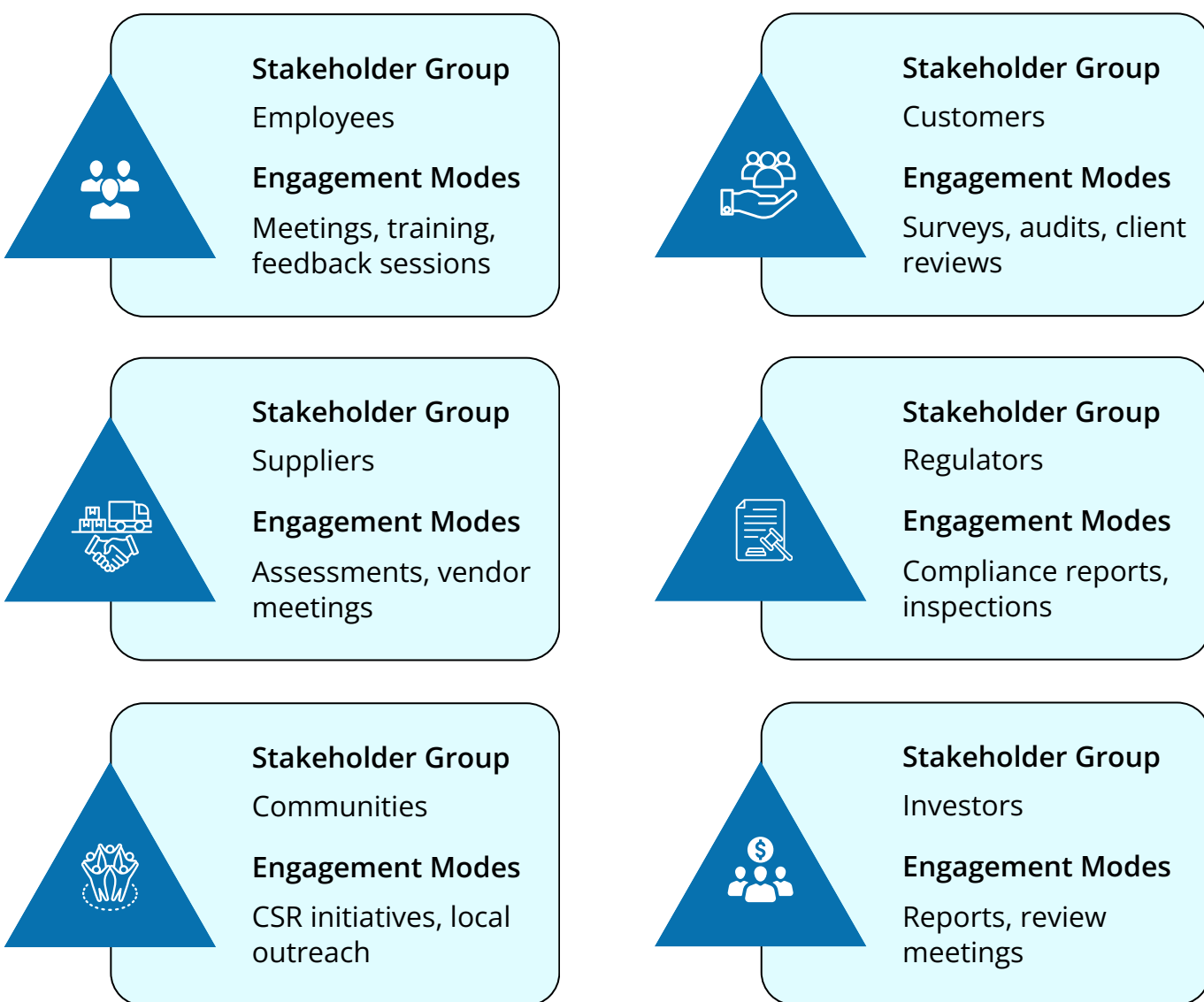
Through these collective efforts, Meridian Global Ventures Pvt. Ltd. envisions a sustainable future where business growth and environmental stewardship coexist, contributing positively to society and the global economy.

STAKEHOLDER ENGAGEMENT PROCESS

GRI 3

At Meridian Global Ventures Pvt. Ltd., we actively engage with our stakeholders — employees, customers, suppliers, regulatory authorities, investors, and local communities — through regular meetings, audits, surveys, and community programs. These interactions help us understand expectations, identify material issues, and enhance our sustainability performance.

Our inclusive and transparent engagement approach builds mutual trust and ensures that our strategies align with stakeholder needs and long-term value creation.



MATERIALITY ASSESSMENT

GRI 3

At Meridian Global Ventures Pvt. Ltd., our materiality assessment process helps identify and prioritize the Environmental, Social, and Governance (ESG) topics most significant to our business and stakeholders. This ensures our sustainability strategy focuses on areas with the greatest impact and relevance.

Through internal discussions, stakeholder feedback, and industry benchmarking, we evaluated key issues based on their influence on business success and their importance to stakeholders. The resulting material topics guide our actions, disclosures, and long-term commitments.

Our most material focus areas include:

Category	Material Topics
Environmental	GHG Emission, Sustainable product design & sourcing, energy efficiency & emission reduction, waste management, water management, biodiversity, air pollution and control, product safety and end of life management, customer engagement
Social	Employee welfare, health & safety, community engagement & social responsibility, customer satisfaction & quality assurance, career management, fair labor practices, diversity, discrimination, harassment, prevention of child labor/ forced labor, value chain, human practices
Governance	Ethical and compliance, anti-corruption, conflict of interest management, fraud prevention, anti-money laundering, data security, regulatory adherence

This classification helps focus our efforts on areas that deliver the most value to stakeholders and the environment.



ETHICS & COMPLIANCE



ETHICS POLICY

(GRI 2 | GRI 205 | GRI 206)

Meridian Global Ventures Pvt. Ltd. is committed to sustainable growth by integrating financial success with environmental stewardship. Our initiatives focus on reducing emissions, improving energy efficiency, minimizing pollutants, promoting water conservation and recycling, managing waste responsibly, protecting biodiversity, adopting sustainable packaging, optimizing logistics, and implementing eco-friendly practices. Through these efforts, we strive to create a resilient and sustainable future for generations to come.

Key Components:

- 
Assessment and Auditing: Conduct regular environmental assessments and audits to evaluate compliance with each policy.
- 
Monitoring and Reporting: Maintain detailed records and prepare regular reports on environmental performance to ensure transparency and accountability.
- 
Implementation of Best Practices: Adopt and integrate best practices in environmental management across all operations.
- 
Employee Training and Engagement: Foster a culture of environmental responsibility and encourage employee engagement in sustainability initiatives.
- 
Stakeholder Collaboration: Collaborate on projects and initiatives that enhance overall environmental performance and community well-being.
- 
Continuous Improvement: Set measurable targets for improvement and implement action plans to achieve these goals.

Consequences of Violations of Environmental Policies

Meridian Global Ventures Pvt. Ltd. is committed to strict adherence to its environmental policies to safeguard sustainability and protect the environment. Violations will result in appropriate consequences, including:

- **Disciplinary Actions** – Verbal/written warnings, probation, or reassessment of responsibilities.
- **Fines & Penalties** – Internal fines and payment of regulatory penalties where applicable.
- **Remediation** – Mandatory training, corrective measures, and implementation of preventive actions.
- **Performance Impact** – Negative effect on evaluations, career progression, and responsibilities.
- **Legal Consequences** – Possible legal action and compliance reporting to authorities.
- **Reputational Impact** – Public disclosure, media coverage, and potential loss of trust or partnerships.
- **Environmental Remediation** – Restoration, clean-up, and ongoing monitoring of affected areas.

By enforcing these measures, Meridian fosters accountability, minimizes risks, and reinforces its commitment to environmental stewardship.

Goals & Commitments:

- **Whistle-blower:** Secure, confidential reporting channels; clear complaint procedures; annual protection training (90% by 2030); counselling and legal support for whistle-blowers (baseline 2022).
- **Remuneration:** Competitive, fair pay benchmarked to industry; transparent structure; eliminate disparities; 30% performance-linked pay; all employees briefed annually by 2030.
- **Anti-Corruption:** Strong ethical culture; 100% annual training; full corruption risk assessments; anonymous reporting; due diligence for high-risk third parties; 100% legal compliance by 2030.
- **Antitrust:** Promote fair competition; clear interaction rules; reporting mechanisms; 100% employee and high-risk role training by 2030.
- **Anti-Fraud:** Confidential reporting channels; clear investigation process (within 60 days); bi-annual risk assessments; 3 secure channels; 95% case resolution by 2030.
- **Anti-Money Laundering (AML):** Risk-based approach; strong KYC/CDD controls; annual AML training (90% by 2030); 100% suspicious activity reports within 48 hours.

ETHICS POLICY

(GRI 2 | GRI 205 | GRI 206)

- Conflict of Interest (COI): Mandatory disclosures; transparent decision-making; annual COI training (90% by 2030); quarterly reviews in high-risk areas.
- Data Privacy: Compliant data handling; strict access controls; regular DPIAs; full departmental implementation by 2027; annual training (90% by 2030).

Do's and Don'ts:

Whistle-blower

Example: Confidential email/hotline for reporting unethical acts safely.

Guidance: Ensure anonymity, offer multiple channels, and protect whistle-blowers.

Remuneration

Example: Fair, transparent pay aligned with laws and industry standards.

Guidance: Maintain clear pay structures, regular reviews, and equality principles.

Anti-Corruption

Example: Supplier due diligence to prevent bribes or kickbacks.

Guidance: Enforce zero-gift policy, train staff, and require vendor compliance.

Antitrust

Example: Avoid price or market discussions with competitors.

Guidance: Train employees, review sales strategies, and seek legal advice.

Anti-Fraud

Example: Two-level approval for large payments to prevent fraud.

Guidance: Segregate duties, conduct audits, and use whistle-blower systems.

Anti-Money Laundering

Example: Screen clients against sanctions before contracts.

Guidance: Apply KYC, monitor unusual activity, and train on AML risks.

Conflict of Interest

Example: Employee discloses family link to supplier and abstains from decision.

Guidance: Require disclosures, use COI forms, and train staff.

Data Privacy

Example: Collect only essential data with customer consent.

Guidance: Comply with privacy laws, restrict access, and update IT security.

Review Mechanism:

The Chief Compliance Officer oversees a biennial review of governance policies, analyzing compliance, ethics, and effectiveness. Findings are reported internally, with corrective actions implemented and tracked. This process ensures continuous improvement and alignment with SDGs and sustainable development goals.



INTEGRITY AND ANTI-CORRUPTION FRAMEWORK

GRI 205

Anti-Corruption Risk Assessment:

Meridian Global Ventures Pvt. Ltd. conducts regular assessments of corruption-related risks across its operations to identify areas of vulnerability and prioritise appropriate risk management measures. These assessments take into account internal processes, operational contexts, and third-party interactions, ensuring a comprehensive understanding of potential threats. The outcomes inform the development of targeted controls, training, and monitoring systems that reinforce the company's commitment to integrity and ethical conduct.

Corruption Prevention Training:

Meridian Global Ventures Pvt. Ltd. implements structured training programmes designed to strengthen employee awareness and understanding of corruption-related issues. These programmes include workshops, e-learning modules, and scenario-based sessions that cover anti-corruption laws, company policies, and practical guidance for ethical decision-making. Training content is regularly updated to reflect evolving legal requirements and industry best practices. Records of participation, including certificates and progress reports, are maintained to ensure compliance and continuous improvement.

Third-Party Due Diligence:

Meridian Global Ventures Pvt. Ltd. maintains a structured due diligence framework to ensure that all external parties engaged in business relationships uphold the same ethical and compliance standards as the company. Prior to establishing any partnership or contractual agreement, each third party—such as suppliers, vendors, agents, contractors, or consultants—is subject to a comprehensive evaluation covering their legal standing, ownership structure, reputation, and adherence to anti-corruption laws and ethical business conduct.

The process includes verification of background information, review of past business practices, and assessment of financial and regulatory compliance records. High-risk engagements undergo additional scrutiny, including management review and approval before finalization. Documentation of these assessments is maintained for transparency and accountability. Through this systematic due diligence process, the company ensures responsible business relationships, mitigates corruption risks, and strengthens integrity throughout its value chain.

Whistleblower Protection and Reporting:

At Meridian Global Ventures Pvt. Ltd., ethical conduct and transparency form the foundation of all business relationships. Recognising that third-party engagements can pose potential corruption risks, the company has established a comprehensive due diligence framework to assess and monitor the integrity of all external entities it collaborates with — including suppliers, vendors, contractors, agents, distributors, consultants, and brokers. The due diligence process begins prior to entering any business relationship and continues periodically throughout the engagement lifecycle. Each prospective partner undergoes a multi-stage evaluation that includes:

- **Background Verification:** Reviewing the company's registration details, ownership structure, and legal standing to confirm legitimacy and compliance with local and international regulations.
- **Reputation Assessment:** Conducting checks on public records, regulatory filings, sanctions lists, and media reports to identify any history of unethical or illegal practices.
- **Financial and Operational Review:** Examining financial stability, past performance, and operational reliability to ensure transparency in dealings.

- **Anti-Corruption and Compliance Evaluation:** Ensuring the third party has policies and controls in place that align with the company's Code of Conduct, Anti-Bribery Policy, and applicable anti-corruption laws.

Depending on the nature of the engagement and level of identified risk, additional verification measures may be implemented, such as:

- Enhanced due diligence for high-risk jurisdictions or sectors,
- Management-level approval for onboarding sensitive or strategic partners,
- Inclusion of anti-corruption clauses and audit rights within contracts,
- Ongoing monitoring and periodic re-assessments of third-party compliance performance.

All due diligence activities are thoroughly documented and securely maintained by the Compliance and Procurement Departments, ensuring a clear audit trail. Any red flags identified during the review process are escalated for investigation and corrective action before engagement is approved. Through this systematic and risk-based approach, Meridian Global Ventures Pvt. Ltd. ensures that all business partners share its commitment to integrity, transparency, and zero tolerance for corruption. This framework not only safeguards the organisation against reputational and legal risks but also promotes ethical conduct throughout its supply and value chains.

INTEGRITY AND ANTI-CORRUPTION FRAMEWORK

GRI 205

Auditing and Control Procedures:

Meridian Global Ventures Pvt. Ltd. upholds a strong culture of compliance by implementing a robust auditing and control mechanism to ensure the effectiveness of its ethics, governance, and anti-corruption systems. Regular audits and internal reviews are integral components of the company's commitment to transparency, accountability, and continuous improvement.

The company's Internal Audit and Compliance Teams conduct periodic evaluations of control processes, focusing on areas such as financial integrity, procurement practices, third-party engagements, and adherence to the company's Code of Conduct and Anti-Corruption Policy. These assessments verify that existing control systems function as intended and that potential gaps or risks are identified and promptly addressed.

To reinforce objectivity and reliability, the company also engages independent external auditors at defined intervals. These external audits provide an unbiased evaluation of the company's internal controls, ensuring compliance with both regulatory requirements and international best practices.

Findings from internal and external audits are systematically documented, and corrective action plans are developed in collaboration with

respective department heads. Follow-up reviews are then conducted to monitor the implementation and effectiveness of these measures.

Through this structured auditing framework, Meridian Global Ventures Pvt. Ltd. ensures the continuous enhancement of its ethics and compliance systems, promoting operational integrity and safeguarding the organisation from potential misconduct or regulatory breaches.

Approval Processes for Sensitive Transactions:

At Meridian Global Ventures Pvt. Ltd., the company recognizes that certain transactions involving external stakeholders—such as clients, suppliers, and public officials—may carry an elevated risk of perceived or potential conflicts of interest. To safeguard ethical integrity and prevent any form of impropriety, a formal approval and reporting mechanism has been instituted for all sensitive transactions. The company defines “sensitive transactions” as those that may include the exchange of gifts, hospitality, sponsorships, charitable contributions, discounts, or business favours that could influence—or appear to influence—business decisions. All such transactions must be reported in advance and are subject to review and approval by designated authorities, such as

departmental heads, Compliance Officers, or members of senior management, depending on the value and nature of the transaction.

The approval process is guided by predefined criteria, including the type of transaction, its monetary value, the stakeholder involved, and its business justification. Employees are required to submit relevant documentation, such as receipts, declarations, and justification notes, which are then reviewed for alignment with the company's Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and applicable regulatory requirements.

Transactions that do not meet the established criteria or appear excessive, irregular, or unjustified are escalated for further examination. Periodic internal audits are also carried out to ensure consistent adherence to approval protocols and to detect any deviations or red flags.

Through this structured approval framework, Meridian Global Ventures Pvt. Ltd. reinforces its commitment to transparency, ethical governance, and responsible business conduct, ensuring that all stakeholder interactions remain fair, legitimate, and free from undue influence.

INTEGRITY AND ANTI-CORRUPTION FRAMEWORK

GRI 205

Anti-Corruption & Bribery KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2023 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2022 (Target)/ (Actual)	2022 (Target)/ (Actual)	Target
No of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

At Meridian Global Ventures Pvt. Ltd., safeguarding the confidentiality, integrity, and availability of information is a fundamental part of responsible business operations. The company recognizes that effective information management not only protects organizational data but also strengthens the trust of employees, customers, and business partners. A structured framework is in place to govern the collection, processing, storage, and protection of both internal and third-party data in compliance with applicable data protection regulations and corporate ethical standards.

Information Security Awareness and Training:

Meridian Global Ventures Pvt. Ltd. conducts regular information security training programs to equip employees with the knowledge and skills required to protect company and client data. The training covers secure data handling, access control, email security, and incident reporting protocols. Sessions are delivered through interactive workshops, e-learning modules, and periodic refreshers, ensuring employees stay updated with evolving cybersecurity standards. Certificates of completion and training

records are maintained for compliance. By promoting continuous awareness and accountability, the company ensures a strong security culture that minimizes risks of data breaches and safeguards confidential information.

Information Security Risk Assessment and Auditing:

Meridian Global Ventures Pvt. Ltd. has established a structured process for conducting information security risk assessments and audits to ensure robust protection of its own systems and those of third parties engaged in business operations. This framework applies to all external partners, including suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, and consultants. The process begins with a risk classification stage, where third parties are categorised according to the sensitivity of the information they will access and the nature of their business relationship. Higher-risk partners undergo enhanced scrutiny.

The due diligence procedure includes:

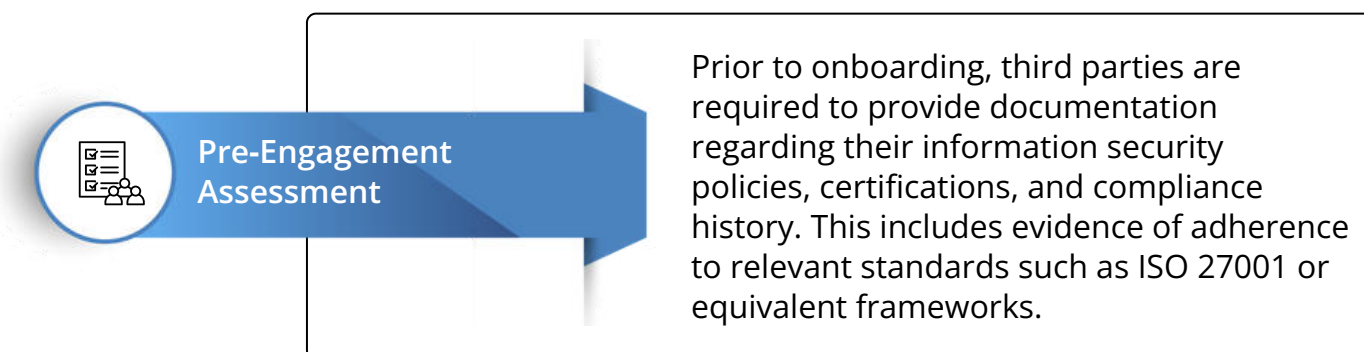
- Background verification of the third party's compliance history, security certifications, and past operational conduct;
- Review of information security policies to ensure alignment with the company's security requirements;
- Assessment of IT infrastructure to determine whether adequate protections, such as firewalls, encryption, and access controls, are in place;
- Evaluation of data handling and storage practices to ensure they comply with applicable data protection regulations and the company's internal standards;
- On-site or remote audits where necessary to directly verify security processes and controls.

Following the assessment phase, findings are documented and reviewed by the Compliance and Information Security Teams. For high-risk engagements, approval from senior management is mandatory before proceeding. Auditing is then conducted periodically — internally and externally — to ensure continued compliance with the company's Information Security Policy and applicable regulatory requirements. All audit findings are recorded, and any identified gaps are addressed through corrective action plans. Progress is tracked, and follow-up reviews ensure the effectiveness of remediation efforts.

Through this proactive and comprehensive approach, Meridian Global Ventures Pvt. Ltd. strengthens the integrity of its information systems, mitigates potential risks, and reinforces trust among employees, clients, and partners.

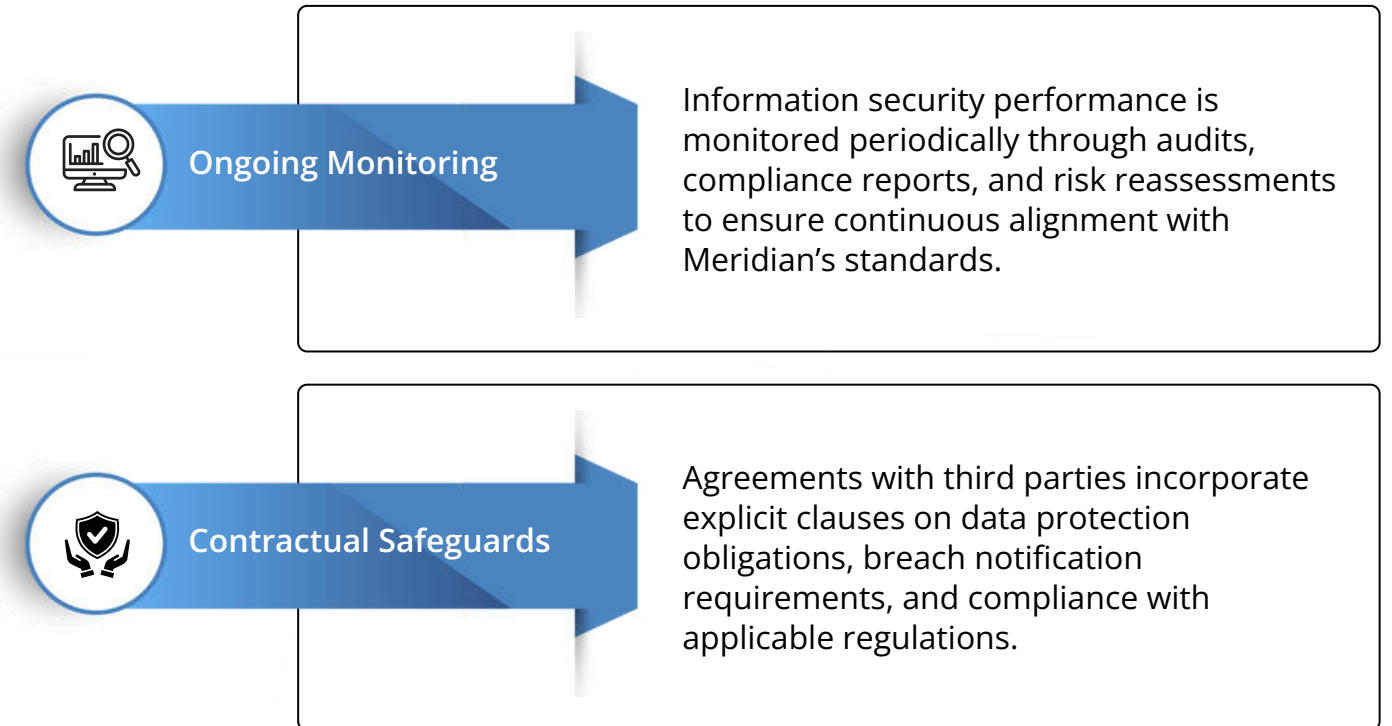
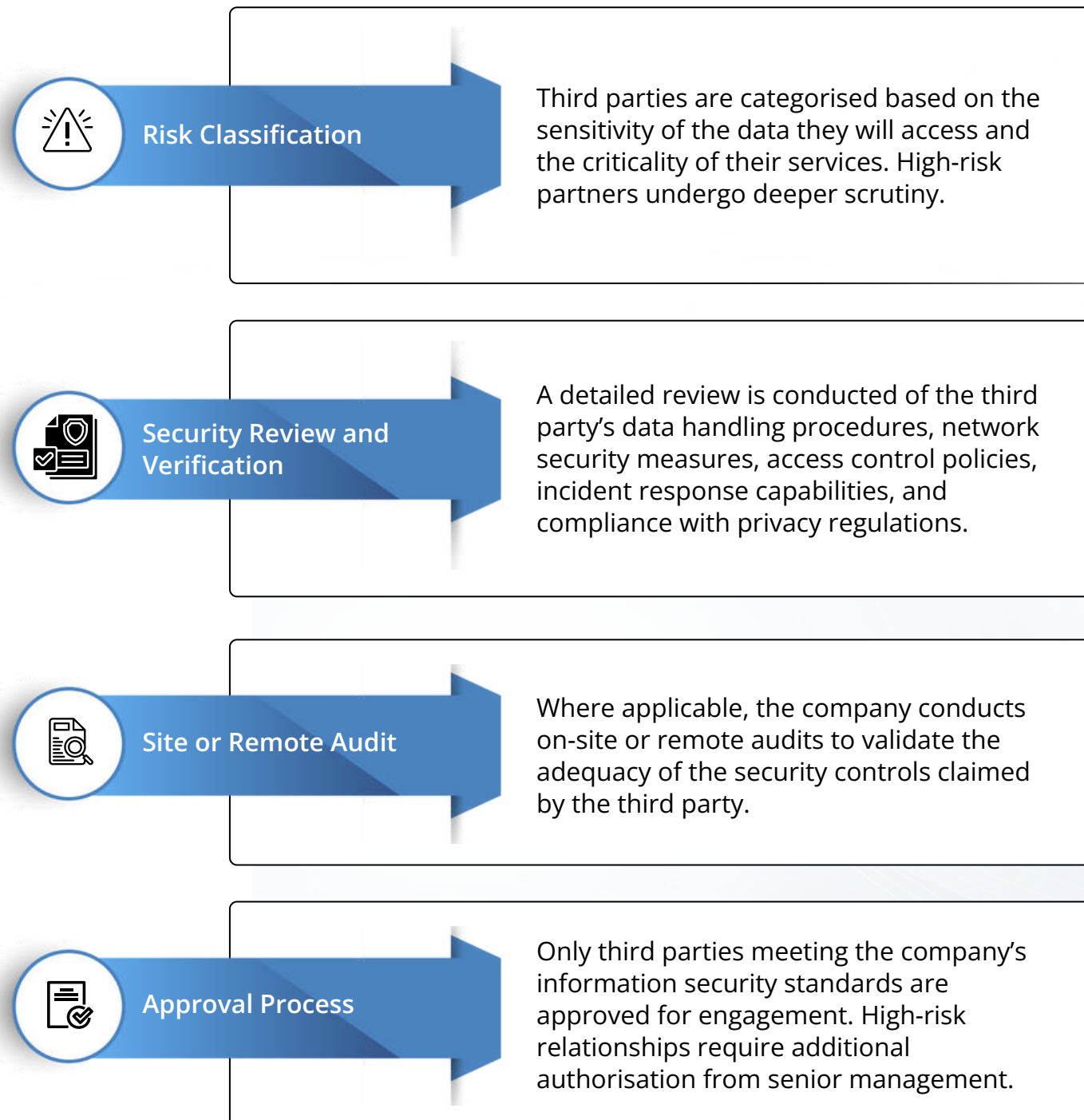
Third-Party Information Security Due Diligence:

Meridian Global Ventures Pvt. Ltd. implements a structured due diligence process to evaluate the information security practices of all third parties engaged in its operations. This process is designed to ensure that partners such as suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, and consultants uphold robust information security standards, thereby minimising risks to the company and its stakeholders.



RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418



Through this systematic third-party information security due diligence process, Meridian Global Ventures Pvt. Ltd. ensures that its entire value chain adheres to the highest standards of data protection and information security, thereby safeguarding stakeholder trust and business integrity.

RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

Incident Response and Breach Management:

Meridian Global Ventures Pvt. Ltd. has a structured Incident Response Plan (IRP) to detect, address, and mitigate the impact of information security breaches while ensuring stakeholder trust. The plan aligns with industry best practices and regulatory requirements.

Key steps include:

1. Detection and Classification – Use of monitoring tools and trained staff to identify breaches, categorising incidents by severity and scope.
2. Containment and Mitigation – Rapid actions such as isolating affected systems, revoking access, or limiting operations to prevent further damage.
3. Investigation – Forensic analysis to identify the cause, extent, and impacted data.
4. Communication – Informing affected stakeholders in compliance with legal requirements, detailing the nature of the breach and corrective measures.
5. Remediation and Recovery – Restoring systems securely and strengthening safeguards to prevent recurrence.
6. Post-Incident Review – Analysing the incident to improve policies, procedures, and employee training.

Through this process, Meridian Global Ventures Pvt. Ltd. ensures swift, transparent, and effective management of information breaches, maintaining data integrity and trust.

Data Retention and Records Management:

Meridian Global Ventures Pvt. Ltd. has established a formalised data retention and records management schedule to ensure that all third-party data is stored and disposed of in a secure and compliant manner. This schedule is designed to meet operational needs, legal obligations, and industry best practices while protecting the confidentiality of sensitive information.

The data retention framework includes:

- Classification of Data Types – Categorising third-party data based on sensitivity, regulatory requirements, and business relevance.
- Retention Periods – Clearly defined timeframes for storing different categories of data, documented in the company's records retention policy.
- Secure Storage – Applying encryption, access controls, and backup protocols to protect data during its retention period.

- Regular Review – Periodic audits to ensure retention schedules are followed and remain aligned with changing regulations and business needs.
- Secure Disposal – Systematic deletion or destruction of data once the retention period expires, ensuring no unauthorized recovery is possible.

This structured approach ensures Meridian Global Ventures Pvt. Ltd. maintains compliance with applicable laws, safeguards stakeholder information, and strengthens trust in the company's information management practices.

Protection of Third-Party and Confidential Information:

Meridian Global Ventures Pvt. Ltd. employs robust internal controls to safeguard third-party and confidential information from unauthorised access. Access is restricted through role-based authorisation, multi-factor authentication, and secure storage systems. Physical security measures, including controlled entry, surveillance, and monitoring, complement digital safeguards. Access rights are reviewed regularly, and third parties are contractually required to maintain equivalent security standards. These controls ensure data confidentiality, integrity, and compliance, strengthening trust with all stakeholders.

Stakeholder Consent and Data Transparency:

Meridian Global Ventures Pvt. Ltd. is committed to ensuring that stakeholders are fully informed about how their personal data is collected, stored, and used. The company maintains a transparent approach to data governance that strengthens trust and supports compliance with applicable privacy regulations.

The process includes:

- Clear Communication – Stakeholders are provided with concise information about the nature of the data collected, the purpose of collection, and the duration of storage through privacy notices, agreements, and disclosures.
- Explicit Consent Mechanisms – Stakeholders provide informed consent prior to data collection, with options to review, amend, or withdraw consent where applicable.
- Disclosure of Third-Party Sharing – Information on whether data will be shared with third parties, the scope of such sharing, and the purpose behind it is communicated in advance.
- Accessible Information Channels – Stakeholders can request details about their personal data, the retention period, and the measures in place to protect it.
- Regular Updates – Stakeholders are informed of changes to data policies or procedures that may affect how their information is handled.

Through these measures, Meridian Global Ventures Pvt. Ltd. ensures that data collection and storage processes are conducted in an open, respectful, and compliant manner, fostering trust and safeguarding stakeholder rights.

RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

Information Management KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target) / (Actual)	2023 (Target) / (Actual)	2024 (Target) / (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Data Breach Incidents:	0	0/0	0/0	0	0	0/0	0/0	0

RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

Value Chain KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target) / (Actual)	2023 (Target) / (Actual)	2024 (Target) / (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Suppliers evaluated for ESG Performance (in %)	50%	100%/80 %	100%/82 %	100%/	50%	100%/75%	100%/85%	100 %/
Suppliers evaluated for ESG Reporting (Onsite) (in %)	50%	100%/75 %	100%/85 %	100%	50%	100%/75%	100%/ 80%	100 %
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	100%	100%/100 %	100%/100 %	100%	100%	100%/100%	100%/100%	100 %
Integration of sustainability clauses in supplier contracts	100%	100%/65 %	100%/74 %	100%	100%	100%/65%	100%/75%	100 %

RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

Whistleblower and Reporting Mechanism:

Meridian Global Ventures Pvt. Ltd. has established a structured whistleblower and reporting mechanism to ensure that all information security concerns are reported, investigated, and addressed efficiently. This mechanism supports transparency, accountability, and compliance with applicable data protection regulations.

Key features include:

- Confidentiality Guarantee – All reports are handled with strict confidentiality to protect the identity of the whistleblower and any sensitive information involved.
- Non-Retaliation Guarantee – The company ensures that individuals reporting information security concerns are protected against retaliation, discrimination, or any adverse consequences.

- Dedicated Reporting Channels – Multiple secure channels are available, including internal email addresses, dedicated phone lines, hotlines, and designated contact persons, allowing employees and other stakeholders to raise concerns conveniently and safely.
- Clear Reporting Process – Guidance is provided to ensure reporters understand how to submit concerns, the type of information required, and the expected timelines for investigation and resolution.
- Independent Review – All reports are reviewed and investigated by the Information Security and Compliance Teams to ensure impartiality and appropriate remedial action.

Through this mechanism, Meridian Global Ventures Pvt. Ltd. fosters a secure, open, and accountable environment where information security risks are identified early, addressed effectively, and prevented in future operations.



RESPONSIBLE INFORMATION MANAGEMENT FRAMEWORK

GRI 418

Ethics KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target) / (Actual)	2023 (Target) / (Actual)	2024 (Target) / (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Percentage of total workforce trained on business ethics issues (%)	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
Number of whistleblower reports received	NIL	NIL/NIL	NIL/NIL	NIL	NIL	NIL/NIL	NIL/NIL	NIL

SOCIAL



SOCIAL POLICY

(GRI 2 | GRI 3 | GRI 401 | GRI 419)

Policy Statement:

Meridian Global Ventures Pvt. Ltd. is committed to an inclusive, responsible, and sustainable workplace. We promote employee well-being, safety, learning, and diversity while upholding human rights, fair labor practices, and community development. Our goal is to ensure equity, dignity, and sustainable growth for all stakeholders.

Key Components

- **Assessment & Auditing:** Conduct regular audits to ensure compliance, identify gaps, and meet regulatory and internal standards.
- **Monitoring & Reporting:** Track key social performance metrics and maintain transparent records and reports.
- **Best Practices:** Adopt innovative and effective methods to improve employee welfare and community engagement.
- **Training & Engagement:** Provide ongoing training on social and ethical practices and foster a culture of responsibility.
- **Stakeholder Collaboration:** Work with employees, suppliers, customers, and communities to advance shared social goals.
- **Continuous Improvement:** Review policies regularly, set measurable targets, and implement action plans for progress.

Our Goals & Commitments (Baseline: 2022)

- **Health & Safety:** Cut accidents by 40% by 2030; 100% PPE compliance by 2026; reduce air contaminants by 30%; conduct regular emergency drills.
- **Working Conditions:** Ensure living wages, healthcare, and safe facilities for all by 2030; limit work hours to 48 per week.
- **Learning & Development:** Launch training for 90% of employees by 2028 to enhance skills and growth.
- **DEI:** Achieve 50% women in management and zero gender pay gap by 2030; strengthen diversity and inclusive hiring.
- **Human Rights:** Assess all operations and suppliers by 2030; 100% access to grievance systems by 2026 with 95% resolution rate.
- **Anti-Discrimination:** Enforce zero tolerance for harassment; annual training for all employees and managers.
- **Child & Forced Labour:** Ensure zero child/forced labour across all tiers; 100% supplier audits and age verification by 2030.

- **Anti-Trafficking:** Audit all recruiters and suppliers by 2030; include anti-slavery clauses in contracts.
- **Labour Relations:** Promote open dialogue, unions, and annual compliance reviews; train managers from 2030.
- **Community Development:** Invest 1.5% of profits in education and local projects; 50% local hiring and 7 partnerships by 2030.
- **Freedom of Association:** Protect workers' rights to unionize; 3 collective agreements yearly from 2030.
- **Living Wages:** Ensure 100% employees earn at or above living wage by 2026, with annual reviews.

Consequences of Violations of Social Policies

Meridian Global Ventures Pvt. Ltd. treats violations of social policies with utmost seriousness. Consequences include:

- **Disciplinary Actions:** Verbal/written warnings or probation for repeated or severe violations.
- **Fines & Penalties:** Internal fines may be imposed to cover remediation costs.
- **Corrective Actions:** Mandatory training and implementation of new controls to prevent recurrence.
- **Career Impact:** Violations affect performance reviews, bonuses, promotions, and may lead to restricted duties.
- **Legal Consequences:** Severe breaches may trigger legal action or regulatory reporting.
- **Reputational Damage:** Major violations may be disclosed publicly, harming the company's image and stakeholder trust.
- **Employee & Community Impact:** Offenders may be required to fund restoration and support affected individuals or communities.
- **Workplace Culture:** Issues like discrimination or harassment will prompt mediation, counselling, and team interventions.

Through these measures, the company ensures accountability and upholds a culture of ethics, respect, and social responsibility.

Review Mechanism:

The Chief Human Resources Officer conducts a biennial review of social policies, analyzing working conditions, employee development, diversity, and community engagement. Findings are reported internally, with corrective actions implemented and tracked to ensure alignment with SDGs and continuous improvement.

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Occupational Health and Safety Risk Management:

At Meridian Global Ventures Pvt. Ltd., maintaining a safe and healthy workplace is an integral part of our operational philosophy. The company places strong emphasis on identifying potential occupational hazards and mitigating associated risks through a structured approach.

Regular reviews of work environments, equipment, and processes are undertaken to ensure that any health and safety risks are systematically recognized and minimized. These evaluations help in understanding workplace dynamics, assessing potential exposure points, and implementing preventive and corrective measures where necessary.

Through this proactive approach, Meridian fosters a culture of safety awareness, ensuring that every employee remains informed, responsible, and actively engaged in maintaining a secure working environment. The company's commitment to continuous improvement in health and safety practices reflects its broader goal of safeguarding employee well-being while supporting sustainable business growth.

Emergency Preparedness and Response Plan:

At Meridian Global Ventures Pvt. Ltd., ensuring the safety and preparedness of all personnel during unforeseen events is a critical operational priority. The company maintains a structured health and safety framework that supports employees in responding effectively to emergencies while minimizing potential risks to life, property, and the environment.

The plan encompasses measures for diverse emergency scenarios such as workplace injuries, equipment-related incidents, fires, chemical spills, or accidental falls. Clearly defined response protocols, communication channels, and responsibility hierarchies ensure that actions are taken swiftly and systematically during any critical situation.

Regular emergency drills and awareness programs are organized to reinforce employee readiness and familiarization with evacuation routes, assembly points, and first-aid procedures. Designated emergency response teams are equipped with appropriate safety gear and trained in incident management, first aid, and firefighting techniques. Continuous evaluation of the plan, coupled with periodic reviews and

simulation exercises, helps identify areas for improvement and strengthens overall workplace resilience. Through these initiatives, Meridian fosters a proactive culture of vigilance, coordination, and safety consciousness, ensuring the well-being of its workforce and the protection of all operational facilities.

Employee Training and Awareness Programs:

At Meridian Global Ventures Pvt. Ltd., developing a well-informed and safety-conscious workforce is considered vital to maintaining operational integrity and employee well-being. The company follows a structured approach to training and awareness, ensuring that employees at all levels possess the necessary knowledge and skills to perform their duties safely and efficiently.

Regular health and safety training sessions are conducted to familiarize employees with safe work procedures, hazard identification, and emergency response protocols. These sessions cover practical aspects such as machine handling, use of personal protective equipment (PPE), and chemical safety, aligned with the nature of specific job functions. New recruits participate in induction programs that introduce them to the company's safety standards, while experienced employees receive refresher training and on-the-job demonstrations to reinforce safe behavior and prevent complacency. Special emphasis is placed on roles involving equipment maintenance, chemical handling, or outdoor operations, where targeted instruction enhances competence and reduces the risk of accidents.

Periodic toolbox talks, safety briefings, and awareness campaigns further strengthen understanding of workplace hazards and encourage active participation in maintaining a secure environment. These initiatives help embed a culture where safety awareness and accountability are integral to everyday operations. Through ongoing capacity-building initiatives and continuous skill enhancement, Meridian fosters a proactive approach to occupational safety, ensuring that employees are knowledgeable, prepared, and confident in addressing health and safety challenges within their work areas.

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Health & Safety Incidents / Accidents KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Number of Work-related Incidents	0	0/0	0/0	0	0	0/0	0/0	0
Number of days lost to work-related injuries, fatalities and ill health	0	0/0	0/0	0	0	0/0	0/0	0
Number of Fatal Incidents	0	0/0	0/0	0	0	0/0	0/0	0

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Workplace Ergonomics and Strain Injury Prevention:

Meridian Global Ventures Pvt. Ltd. emphasises proactive ergonomic practices to reduce the risk of Repetitive Strain Injury among employees. This includes training on proper posture, workstation ergonomics, and scheduled breaks to minimise prolonged strain. Employees receive guidance on correct manual handling techniques and are encouraged to adopt stretches and exercises to support musculoskeletal health. Workstations are periodically reviewed to ensure ergonomic compliance, and equipment adjustments are made to support safe and comfortable work conditions.

Reporting and Grievance Mechanism:

Meridian Global Ventures Pvt. Ltd. has established a structured framework that enables employees to report occupational health and safety incidents, potential risks, or workplace concerns in a transparent and responsible manner. The mechanism promotes open communication while ensuring that all reports are addressed with fairness, confidentiality, and timely action. Employees are encouraged to promptly share observations related to unsafe conditions, near misses, or procedural lapses through designated reporting

channels, such as department supervisors, safety officers, or the Human Resources desk. Each report is formally logged and documented, allowing for traceability and follow-up at every stage.

The Environment, Health & Safety (EHS) team reviews all submissions to determine the level of risk and initiate appropriate investigation procedures. Findings are analyzed to identify root causes and establish corrective and preventive measures, which are then communicated to relevant departments for implementation.

A record system is maintained to track the progress and resolution of reported cases, including details of actions taken, timelines, and closure verification. This structured documentation ensures accountability, supports audit readiness, and helps in identifying recurring patterns for long-term improvement. Regular awareness sessions are conducted to familiarize employees with the reporting process, reinforcing that the mechanism exists not only to address incidents but also to strengthen workplace safety culture and encourage shared responsibility across all levels of the organization.

Through this transparent and well-monitored process, Meridian ensures that every concern related to employee health and safety is heard, investigated, and resolved with diligence, contributing to a safer and more resilient workplace.

Equipment Safety and Workplace Audits:

Meridian Global Ventures Pvt. Ltd. maintains a structured approach to ensure that all equipment used across operations functions reliably and safely. Routine workplace assessments are embedded within operational processes, where equipment performance and condition are reviewed periodically by designated teams. These assessments include visual inspections, functionality tests, and maintenance checks, documented systematically to support operational efficiency and safety. In addition, workplace audits form an integral part of the company's operational oversight. These audits evaluate both equipment condition and overall workplace safety, helping identify potential risks and improvement opportunities. Findings from these audits are communicated to relevant teams and addressed through corrective actions, reinforcing the company's commitment to a safe and productive working environment.

This ongoing approach aligns with Meridian's broader commitment to operational excellence, ensuring equipment integrity while fostering a culture of continuous improvement and safety awareness.

Health Monitoring and Preventive Care:

Meridian Global Ventures Pvt. Ltd. follows a proactive approach to employee health and wellbeing, integrating health monitoring into its overall workplace management. The company organizes regular health assessments tailored to the needs of employees, with particular attention given to those working in environments with potential hazards such as chemicals, heavy machinery, high noise levels, or other risk factors.

These health assessments are conducted through periodic medical check-ups and health screenings, designed to detect early signs of potential health impacts. The process is supported by structured health records and follow-up procedures to ensure any health concerns are addressed promptly.

Additionally, preventive care measures are embedded into workplace practices. This includes awareness programs, training on safe work habits, and access to health resources. This integrated approach reinforces the company's commitment to sustaining a safe and healthy work environment, fostering employee wellbeing, and enabling timely intervention to safeguard health.

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Mental Health and Wellbeing Initiatives:

Meridian Global Ventures Pvt. Ltd. adopts a holistic approach to employee wellbeing, integrating mental health support into its broader workplace health strategy. The company offers ongoing wellbeing programs designed to address both the physical and psychological needs of employees, particularly those working in environments with potential risks such as chemical exposure, operation of heavy machinery, or high noise levels. These initiatives include access to mental health resources, periodic wellbeing check-ins, and structured support mechanisms to identify and address early signs of stress, fatigue, or other health impacts. The programs are supported by confidential counseling services, awareness workshops, and training sessions aimed at fostering a healthy work-life balance and encouraging open communication on wellbeing concerns. This integrated framework reinforces the company's commitment to maintaining a safe, supportive, and productive workplace, ensuring employees' mental and physical health is monitored and safeguarded.

Control of Occupational Hazards:

Meridian Global Ventures Pvt. Ltd. employs a systematic approach to manage and reduce occupational hazards across all operational areas. The company implements preventive strategies designed to minimise employee exposure to hazardous substances and other workplace risks. Control measures include engineering controls, such as equipment modifications and ventilation systems, along with administrative controls like safety protocols and regular training sessions. Employees receive guidance on safe handling procedures and are provided with appropriate personal protective equipment (PPE) to ensure protection against potential hazards. Periodic risk assessments and safety audits are conducted to identify areas of concern and to enhance existing control measures. This approach fosters a culture of safety awareness, ensuring that employees operate in a secure environment where health and safety risks are actively monitored and mitigated.

Contractor and Visitor Safety Management:

Meridian Global Ventures Pvt. Ltd. incorporates a comprehensive safety framework that extends beyond employees to include contractors and visitors present on company premises. The company maintains a process to assess and address potential health and safety risks for non-employee workers, ensuring a consistent standard of safety across all operations. Before entering operational areas, contractors and visitors are provided with safety briefings and site-specific guidance outlining relevant hazard awareness, safe work practices, and emergency procedures. Depending on the nature of work, risk assessments are carried out, and appropriate preventive measures are communicated. Contractors involved in higher-risk activities are subject to health checks and relevant training programs, ensuring they are prepared to operate safely. Emergency response plans incorporate provisions for non-employee workers, ensuring clear protocols in case of incidents. These measures support the company's commitment to a safe working environment for everyone present on site.

Employee Wellbeing and Fair Workplace Practices:

Regulation of Working Hours and Overtime:

Meridian Global Ventures Pvt. Ltd. maintains structured systems to monitor and manage employee working hours, ensuring compliance with statutory standards and the company's commitment to employee wellbeing. A digital time-tracking mechanism is utilized across departments to record attendance and working durations accurately. This system enables supervisors and HR personnel to review real-time attendance data and identify deviations such as extended or irregular working hours. The monitoring process supports equitable workload distribution and prevents fatigue, thereby maintaining productivity and occupational health standards. Department heads periodically review time logs and monthly attendance summaries to assess patterns of overtime or prolonged work periods. In cases where overtime is necessary to meet production or project requirements, it is pre-authorized through a controlled approval workflow. Compensation for such extended hours is processed in accordance with company policy and prevailing labour regulations. Internal audits of time records are conducted periodically by the HR and Compliance teams to verify data integrity, ensure fairness in workload allocation, and identify opportunities to

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

improve work scheduling efficiency. These reviews form part of the company's continuous improvement practices, promoting transparency, accountability, and employee satisfaction within its operational framework.

Fair and Competitive Compensation Practices

Meridian Global Ventures Pvt. Ltd. upholds a transparent and equitable compensation framework that reflects the principles of fair pay, compliance with labour standards, and recognition of employee contribution. The company ensures that its remuneration practices align with the nature of work, employee skill levels, and industry benchmarks, fostering a culture of trust and accountability in all employment relationships. Compensation structures are periodically reviewed by the Human Resources Department to ensure consistency across roles and departments. The company follows a structured payroll system that accurately captures working hours, attendance, and approved overtime through integrated time-tracking tools. This system enables precise calculation of wage entitlements, including any additional earnings for work performed beyond contractual

hours or under non-standard schedules. Overtime and extended-hour compensation are processed following management approval and documented through internal authorization workflows. All payments are disbursed in accordance with applicable wage codes and company policy, ensuring that employees are fairly remunerated for their efforts while maintaining adherence to statutory obligations. Periodic internal reviews and payroll audits are carried out to verify the accuracy of compensation records and to ensure timely payments. Through these measures, the organization reinforces its commitment to ethical labour practices, employee wellbeing, and operational transparency in all aspects of its remuneration management.

Transparent Pay and Benefits Communication

Meridian Global Ventures Pvt. Ltd. follows a structured approach to ensure that its remuneration framework remains fair, competitive, and aligned with both employee needs and market realities. The Human Resources Department, in collaboration with Finance and Compliance teams, regularly reviews wage levels and benefit provisions. These reviews incorporate

multiple perspectives, including industry standards, regional labour market trends, cost-of-living changes, and prevailing economic conditions, to maintain relevance and equity in compensation. External wage benchmarks and market analyses are also considered to ensure that the company's pay structures support competitiveness while safeguarding employee welfare. Findings from these reviews inform updates to pay scales and benefit programs, which are communicated clearly to employees through handbooks, circulars, and HR briefings. This process reinforces transparency, builds trust, and supports the company's commitment to maintaining a workplace culture grounded in fairness and continuous improvement.

Family Support and Work-Life Balance Initiatives

Meridian Global Ventures Pvt. Ltd. recognizes the importance of maintaining equilibrium between professional responsibilities and personal wellbeing. The company is committed to fostering a supportive and inclusive work environment that enables employees to effectively manage both work and family obligations. Through its family-friendly programs, the organization provides employees with access to flexible arrangements and leave benefits designed to accommodate varying personal needs and life stages. These initiatives reflect the company's belief that employee welfare and productivity are closely interconnected. Under the HR framework, policies such

as Earned Leave (EL), Casual Leave (CL), and Maternity Leave ensure that employees have adequate time to attend to personal and family commitments. Additional provisions like Blood Donor Leave and Leave Without Pay (LWP) extend flexibility in managing unforeseen or voluntary absences, reinforcing the company's employee-centric culture.

In alignment with its commitment to work-life harmony, the company encourages practices that reduce work-related stress and promote personal balance. Managers and supervisors are guided to consider individual circumstances while planning schedules or approving leave requests, ensuring an atmosphere of understanding and respect.

Periodic reviews of family support policies are undertaken by the Human Resources Department to ensure they remain responsive to evolving employee needs and consistent with organizational goals. This structured approach enables Meridian Global Ventures Pvt. Ltd. to uphold a workplace culture rooted in care, flexibility, and sustainable employee engagement.

Flexible Work Models and Scheduling Options

Meridian Global Ventures Pvt. Ltd. promotes a dynamic and adaptable work environment that acknowledges the diverse professional and personal needs of its employees. The company encourages flexible work models to enhance employee satisfaction, productivity, and overall organizational efficiency.

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Work schedules are designed to accommodate operational requirements while providing employees with the opportunity to manage their personal responsibilities effectively. Depending on the nature of the role and departmental needs, flexibility may be introduced through adjustable working hours, shift-based operations, or task-oriented scheduling that prioritizes output and performance over rigid timelines. The company also supports the use of remote working arrangements or hybrid formats in applicable roles, ensuring that such practices maintain workflow continuity, data security, and effective team collaboration. Department heads are responsible for reviewing and approving flexible arrangements to ensure alignment with productivity standards and business goals. Periodic evaluations of workload distribution and attendance records are conducted by the Human Resources Department to monitor the effectiveness of flexible scheduling and to ensure equitable implementation across teams. Through this structured and responsive approach, Meridian Global Ventures Pvt. Ltd. continues to build a workplace culture that values trust, accountability, and employee empowerment while maintaining a consistent focus on operational excellence.

Employee Health Protection and Medical Coverage

Meridian Global Ventures Pvt. Ltd. places a strong emphasis on employee health, safety, and wellbeing as integral components of its workplace culture. The company is committed to maintaining a safe and supportive environment that promotes both physical and mental health through structured health protection measures and comprehensive medical coverage. Employees are provided access to healthcare plans that support preventive care, routine medical check-ups, and emergency assistance. The company ensures that its workforce is informed about the scope of medical benefits, coverage options, and claim processes through regular HR communications and orientation programs. Periodic health awareness campaigns, onsite wellness drives, and preventive screenings are organized to encourage early detection and management of potential health risks. Emphasis is placed on maintaining occupational hygiene standards, including proper ventilation, workplace cleanliness, and access to safe drinking water, ensuring a healthy and conducive work environment. The Human Resources and EHS Departments jointly oversee the

implementation of healthcare policies and monitor employee wellbeing initiatives. Records of participation in health programs and medical benefit utilization are periodically reviewed to identify opportunities for improvement and to strengthen organizational resilience.

Through these initiatives, Meridian Global Ventures Pvt. Ltd. reinforces its long-term commitment to employee welfare, preventive healthcare, and the creation of a healthy, productive, and inclusive workplace.

Employee Engagement and Satisfaction Monitoring

Meridian Global Ventures Pvt. Ltd. recognizes that employee engagement and satisfaction are central to maintaining a productive, motivated, and committed workforce. The company continually strives to create a positive organizational climate that encourages open communication, collaboration, and mutual respect among employees at all levels.

To assess the overall workplace experience, the company conducts employee satisfaction surveys at periodic intervals. These surveys are designed to gather structured feedback on areas such as work environment, leadership effectiveness, career development opportunities, health and safety conditions, and overall job fulfillment. The results are analyzed by the Human Resources Department to identify trends and improvement opportunities that support continuous organizational development.

In addition to formal surveys, the company encourages two-way communication mechanisms such as departmental meetings, open forums, and suggestion channels, enabling employees to express their opinions or concerns regarding workplace practices. Insights from these interactions help management strengthen engagement initiatives and reinforce a culture of transparency and inclusion.

Findings from satisfaction assessments are periodically reviewed by senior management to align employee-related strategies with long-term business goals. Actionable outcomes—such as targeted training, enhancement, or recognition programs—are developed to enhance employee morale, retention, and overall workplace wellbeing.

Through these systematic engagement and monitoring processes, Meridian Global Ventures Pvt. Ltd. continues to uphold its commitment to employee voice, organizational trust, and sustainable workforce development.

Grievance Redressal and Fair Resolution Mechanism

At Meridian Global Ventures Pvt. Ltd., we are committed to providing a safe, fair, and respectful work environment. To ensure employees can voice concerns about working conditions without fear of retaliation, the company has established a structured grievance mechanism. This mechanism allows employees to raise issues related to workplace safety, facilities, workload, schedules, or any form of unfair treatment. Grievances can

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Grievance Redressal and Fair Resolution Mechanism

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be submitted through multiple channels, including direct discussion with supervisors, formal grievance forms available via the intranet or HR, email, or a dedicated grievance reporting platform. Upon receipt, HR acknowledges the grievance within two working days and undertakes a confidential and impartial investigation in coordination with relevant departments. A proposed resolution is communicated to the employee within ten working days. If concerns remain unresolved, they may be escalated to senior management or an independent review panel. All grievances are handled with strict confidentiality, and retaliation against any employee raising concerns in good faith is prohibited. Records of grievances and resolutions are maintained to monitor trends and drive continuous improvement in workplace conditions, reinforcing our commitment to employee wellbeing and a healthy work environment.

Employment KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Total Training Hours of employees	3520 hrs	4015 hrs/4120 hrs	4150 hrs/4500 hrs	4600 hrs	4540 hrs	5010 hrs / 5050 hrs	5150 hrs/5150 hrs	6000 hrs
Total Training Hours per employee	32.12	38.11/36.41	38.14/4012	50/	33.62	37.11/37.40	38.14/40.12	50/
Pay ratio between the highest-paid person and the median employee (%)	5:1	5:1	4:1	2:1	6:1	6:1	5:1	3:1
Employees Above Living wage rules	100%	100%/100 %	100%/100 %	100%	100 %	100%/100%	100% /100%	100%

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Employment KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100%	100%/100 %	100%/100 %	100%	100 %	100%/100%	100%/100%	100%
Hiring of Vulnerable / Marginalized People at Top Management level (%)	0%	2%/1%	2%/1%	3%	0%	2%/1%	2%/1%	3%
Hiring of Vulnerable / Marginalized People in company (%)	0%	6.0%/4%	7.0%/6.0%	8%	0%	6.0%/4%	7.0%/6.0%	8%

OCCUPATIONAL HEALTH, SAFETY, AND WELLBEING FRAMEWORK

GRI 403, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Human Rights KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0	0/0	0/0	0	0%	0% /0%	0% /0%	0%
Number of Complaints reported on Discrimination (Internal)	0	0/0	0/0	0	0%	0% /0%	0% /0%	0%
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100%	100%/100 %	100%/100 %	100%	100 %	100 % /100%	100 % /100%	100 %

COMMITMENT TO SOCIAL DIALOGUE AND LIVING WAGE RECOGNITION

Meridian Global Ventures Pvt. Ltd. is committed to fostering open communication and cooperation between employees and management. This includes recognition of frameworks such as the IDH Living Wage Benchmark Methodologies Recognition Process, which reinforces the company's dedication to fair and equitable wage practices that support employee wellbeing.

Employee Representation and Engagement Structures

The company supports effective employee representation through recognized employee representatives or representative bodies. These structures enable constructive dialogue, ensuring that employee voices are actively involved in workplace decision-making and contributing to a transparent and participatory work environment.

Collective Bargaining Agreements on Working Conditions:

Meridian Global Ventures Pvt. Ltd. has established collective bargaining agreements covering essential workplace conditions to ensure fairness and compliance with labour standards. These include:



Employee Health and Safety – measures and protocols to maintain safe and healthy workplaces.



Working Hours, Overtime, and Leave – provisions that regulate work schedules, overtime work, and leave entitlements.



Discrimination and Harassment – commitments to prevent and address workplace discrimination and harassment, fostering an inclusive environment.

Collective Bargaining on Career Development and Training:

The company engages in collective agreements that address career management and training opportunities. These agreements support continuous learning and professional growth, enabling employees to enhance skills and progress within the organization.

Fair and Competitive Compensation through Collective Bargaining

Meridian Global Ventures Pvt. Ltd. ensures that wages and benefits are negotiated fairly through collective bargaining processes. This approach reflects the company's commitment to equitable compensation, aligning with living wage principles and industry benchmarks.

Commitment to Living Wage Standards

The company continuously strives to ensure wages meet or exceed recognized living wage benchmarks. Alignment with the IDH Living Wage Benchmark Methodologies Recognition Process underscores this commitment, ensuring employees are compensated fairly in a way that supports their wellbeing and livelihoods.

LIVING WAGE COMMITMENT AND BENCHMARKING FRAMEWORK

Meridian Global Ventures Pvt. Ltd. is committed to ensuring fair and adequate compensation that aligns with recognised living wage standards. This is achieved through regular analysis of employee wages against benchmarks from the IDH Living Wage Benchmark Methodologies Recognition Process.

Meridian Global Ventures Pvt. Ltd. is committed to ensuring that its employees receive fair and adequate compensation that aligns with recognised living wage standards. As part of this commitment, the company undertakes periodic analyses of employee wage levels against living wage benchmarks defined by methodologies recognised under the IDH Living Wage Benchmark Methodologies Recognition Process. These methodologies include, but are not limited to, the Full-Fledged Anker Methodology, WageIndicator Typical Family Methodology, and the Fair Wage Network Typical Family Methodology.

The wage analysis process involves a systematic review of current compensation structures in comparison to living wage benchmarks, taking into account factors such as local cost of living, inflation rates, industry standards, and household needs. This process allows the company to identify wage gaps and opportunities for improvement, ensuring that compensation practices remain fair, equitable, and aligned with best practices in wage determination. By integrating this analysis into its remuneration framework, Meridian Global Ventures Pvt. Ltd. demonstrates its dedication to fostering employee wellbeing and sustaining a productive, engaged workforce.



FRAMEWORK FOR SOCIAL DIALOGUE AND REPRESENTATION

Employee Representation and Engagement Structures

Meridian Global Ventures Pvt. Ltd. values open communication and collaboration as a cornerstone of its workplace culture. To ensure employee perspectives are represented in organizational decisions, the company has established formal engagement structures that facilitate dialogue between employees and management. This includes recognized bodies that serve as a bridge for discussion on workplace policies, operational changes, and matters affecting employee welfare. These engagement structures support mutual understanding and trust, providing a framework for constructive consultation. By fostering such representation, the company strengthens transparency, promotes inclusivity, and ensures that decisions affecting employees are informed by their collective input.

Agreements on Workplace Health and Safety

Meridian Global Ventures Pvt. Ltd. places the highest priority on maintaining a safe and healthy work environment for all employees. To ensure this, the company engages in formal agreements with recognized employee representatives that set out clear responsibilities and protocols for occupational health and safety. These

agreements establish procedures for hazard identification, risk assessment, workplace inspections, and training, ensuring compliance with applicable laws and regulations. The agreements are documented in writing, endorsed by relevant stakeholders, and periodically reviewed to ensure they remain current and effective. Through these collaborative arrangements, the company fosters a proactive safety culture that protects employees while enhancing operational efficiency and workplace wellbeing.

Agreements on Work Scheduling and Leave Management

Meridian Global Ventures Pvt. Ltd. recognises the importance of fair and transparent arrangements for working hours and leave entitlements in fostering a productive and balanced workplace. The company has established formal agreements with recognised employee representatives that define clear provisions on work scheduling, overtime, and leave management. These agreements ensure compliance with applicable laws and regulations, promote work-life balance, and provide clarity on rights and responsibilities for both employees and the organisation. They are documented in writing, signed by relevant stakeholders, and periodically reviewed

to ensure they remain current and effective. Through these agreements, the company reinforces fairness, transparency, and mutual respect in workplace operations.

Collective Wage Agreements

Meridian Global Ventures Pvt. Ltd. is committed to maintaining fair, transparent, and equitable compensation practices. To ensure this, the company engages in formal agreements with recognised employee representatives that outline wage structures and related provisions. These agreements serve as a foundation for clarity and consistency in remuneration, aligning with both applicable laws and organisational commitments to fairness. They are documented in writing, signed by relevant stakeholders, and reviewed periodically to ensure they remain up-to-date and reflective of both legal requirements and evolving workplace needs. By maintaining such agreements, the company strengthens trust, promotes equity, and ensures that employee compensation is determined through a collaborative and transparent process.

Agreements on Career Development and Training

Meridian Global Ventures Pvt. Ltd. is committed to fostering a respectful, inclusive, and safe workplace for all employees. To uphold this commitment, the company enters into formal agreements with recognised employee representatives that define policies and procedures on workplace equality, discrimination prevention, and

harassment management. These agreements outline the responsibilities of all stakeholders, establish clear complaint and resolution mechanisms, and ensure compliance with applicable laws and regulations. They are documented in writing, signed by relevant stakeholders, and reviewed periodically to ensure their continued relevance and effectiveness. Through these agreements, the company promotes a culture of dignity, equality, and mutual respect.

Agreements on Workplace Equality and Conduct

Meridian Global Ventures Pvt. Ltd. is committed to cultivating a workplace that upholds dignity, respect, and equality for all employees. To achieve this, the company has established formal agreements with recognised employee representatives that outline clear commitments and procedures to prevent and address discrimination and harassment. These agreements define the responsibilities of all stakeholders, establish transparent reporting and resolution mechanisms, and ensure adherence to applicable national laws and regulations. They are documented in writing, signed by relevant stakeholders, and reviewed periodically to ensure their continued relevance and effectiveness. Through such agreements, the company fosters an inclusive culture built on respect, trust, and equality.

FRAMEWORK FOR SOCIAL DIALOGUE AND REPRESENTATION

Working Conditions KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target) / (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Number of Hours Worked (Manhours)	110000 hrs	120000hrs /132541 hrs	131000/13 0241hrs		220000 hrs	230000 hrs/ 232572 hrs	235000 hrs/237541hrs	35000 hrs

EMPLOYEE DEVELOPMENT AND CAREER GROWTH FRAMEWORK

GRI 404, GRI 405

Structured Skills Enhancement Programmes

Meridian Global Ventures Pvt. Ltd. prioritises continuous learning and professional growth as key drivers of both individual and organisational success. The company offers a range of targeted training programmes designed to strengthen employee knowledge and skills relevant to their current roles as well as future career aspirations. These training initiatives cover both industry-specific and role-specific topics and are delivered through a variety of formats, including in-person classroom sessions, on-the-job training, and online learning modules. By providing such opportunities, Meridian Global Ventures ensures that employees remain equipped with the expertise needed to excel in their roles while preparing them for ongoing career advancement.

Ongoing Performance Evaluation

Meridian Global Ventures Pvt. Ltd. maintains a structured process for evaluating employee performance to ensure alignment with organisational objectives and continuous professional growth. Regular performance assessments are conducted through a combination of quantitative metrics and qualitative feedback, enabling a holistic understanding of individual contributions. These evaluations provide opportunities to recognise high performance, identify areas for improvement, and offer targeted support and guidance to employees. By embedding regular performance reviews into its operations, the company fosters a culture of accountability, continuous development, and excellence.

Personalised Career Development Planning

Meridian Global Ventures Pvt. Ltd. adopts a structured approach to supporting the professional growth of its employees, ensuring alignment with both individual potential and organisational needs. The process includes regular consultations between employees and their supervisors to discuss short- and long-term career aspirations. These discussions assess current strengths, identify areas for improvement, and outline actionable steps for skill enhancement and career progression. Career development plans are reviewed periodically to ensure they remain relevant, practical, and in line with evolving business priorities. This consistent and personalised approach empowers employees to actively pursue their career goals while contributing to the company's growth.

Strategic Internal Mobility Initiatives

Meridian Global Ventures Pvt. Ltd. actively fosters internal mobility as part of its commitment to employee growth and organisational agility. The company has implemented structured programmes that enable employees to explore opportunities for vertical, horizontal, geographical, and transversal movement within the organisation. These initiatives include transparent internal job postings, talent pools for specialised roles, and cross-departmental project assignments that expand employee skills and experience. By promoting internal mobility, the company empowers employees to broaden their career prospects, enrich their professional capabilities, and contribute to the organisation in diverse and meaningful ways.

EMPLOYEE DEVELOPMENT AND CAREER GROWTH FRAMEWORK

GRI 404, GRI 405

Career Management & Training KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
% of the total workforce across all locations who received career- or skills-related training	100%	100%/100%	100%/100%	100%	220000 hrs	230000 hrs/ 232572 hrs	235000 hrs/237541hrs	35000 hrs
People Trained on overall Career Management and Skill Development\ (Manhours)	950 hrs	970 hrs/970 hrs	1100 hrs/1110 hrs	1200hrs	1500hrs	1700hrs/1600	1800hrs	2000hrs
Awareness Session conducted on Career Management	04	06/05	08/06	10	03	05/04	07/05	12

CHILD LABOR, FORCED LABOR & HUMAN TRAFFICKING PREVENTION FRAMEWORK

GRI408, GRI 409, GRI 412

Meridian Global Ventures Pvt. Ltd. is committed to preventing child labor, forced labor, and human trafficking across all operations and its supply chain. The company adopts a proactive and structured approach that includes stakeholder engagement, preventive measures, monitoring, grievance redressal, and remediation to safeguard human rights.

Stakeholder Engagement & Impact Assessment:

Meridian Global Ventures Pvt. Ltd. engages with potentially affected groups and relevant NGOs to address and mitigate risks related to child labor, forced labor, and human trafficking within its operations and supply chain. This consultation process focuses on identifying risks and developing effective prevention strategies.

Affected groups include individuals who may be directly or indirectly impacted by the company's activities, such as migrant workers, young workers, and local communities. The engagement includes:



These actions ensure ethical and responsible practices are maintained throughout Meridian Global Ventures Pvt. Ltd.'s supply chain.

Preventive Measures:

- Implement age verification procedures to ensure no candidate below the legal minimum age is hired.
- Establish clear guidelines and actions to protect young workers if employed, including restricted working hours and safe working conditions.
- Prohibit retention of employee identification documents to prevent coercion or forced labor.
- Ensure security forces' activities respect workers' rights, avoiding excessive force and restrictions on freedom of movement.
- Ethical Hiring and Age Compliance: Meridian Global Ventures Pvt. Ltd. has implemented robust procedures to ensure that all candidates meet the legal age requirements before hiring. This process is designed to prevent the employment of underage workers and to comply with labour laws and ethical standards.

Key actions include:

Verification of identity documents and proof of age for all candidates prior to employment

Integration of age verification into recruitment checklists and HR processes

Regular review of hiring procedures to ensure compliance with relevant laws and company policies

These measures form part of the company's broader commitment to ethical recruitment and safeguarding workers' rights across its operations and supply chain.

Young Worker Safeguards and Well-being: Meridian Global Ventures Pvt. Ltd. integrates safeguards within its workforce management processes to address the needs of young employees. These measures include clear communication of work conditions during onboarding, orientation sessions tailored to young workers, and specific guidance on permissible working hours. The company implements regular health and safety checks, supported by a risk-identification system designed to ensure a safe working environment. This proactive approach reflects Meridian's broader commitment to ethical labour practices and the well-being of all employees.

Protection of Employee Identification and Privacy: Meridian Global Ventures Pvt. Ltd. implements a clear operational process to ensure that employees maintain control over their personal identification documents. As part of its commitment to ethical employment practices, the company communicates guidelines to suppliers and contractors regarding the handling of such documents.

CHILD LABOR, FORCED LABOR & HUMAN TRAFFICKING PREVENTION FRAMEWORK

GRI 408, GRI 409, GRI 412

Where the collection of identification documents is necessary for legitimate operational reasons, Meridian ensures that these documents are returned promptly and that employees are informed of safe storage options. This process is reinforced through monitoring, audits, and employee awareness programs to ensure consistent compliance and protection of worker rights.

Security Conduct and Protection of Employee Freedom: Meridian Global Ventures Pvt. Ltd. ensures that all security personnel engaged within its operations and those of its suppliers act in accordance with established guidelines regarding the appropriate scope and use of their authority. The company implements measures to ensure that security officers are aware of acceptable conduct and the boundaries of their responsibilities.

This includes:

- Clear communication of policies regarding the appropriate use of force and respect for workers' rights.
- Training for security staff and contractors on lawful conduct, workplace safety, and human rights principles.
- Monitoring of security operations to identify and address instances of excessive force or undue restriction of movement.
- Establishing mechanisms for employees to report concerns related to security conduct confidentially.
- Through these measures, Meridian aims to uphold a safe, respectful, and rights-compliant workplace environment across all sites and within the supply chain.

Impact Assessment:

- Meridian Global Ventures Pvt. Ltd. conducts structured impact assessments to identify and evaluate risks related to child labor, forced labor, and human trafficking across its operations and supply chain. These assessments aim to understand potential and actual adverse human rights impacts and guide targeted preventive actions.

Key elements of the process include:

- Risk Identification: Gathering and analysing information from internal operations, suppliers, and stakeholders to detect areas with potential risks of exploitation or forced labor.
- Stakeholder Engagement: Consulting with relevant stakeholders such as affected communities, NGOs, and labour organisations to gain insights into risk exposure and severity.
- Severity Assessment: Evaluating the level and seriousness of identified risks to prioritise actions and allocate resources effectively.
- Documentation: Maintaining detailed records of assessment processes, findings, and subsequent action plans to ensure transparency and accountability.
- Periodic Review: Conducting regular reassessments to track changes in risk profiles and the effectiveness of preventive measures.

This process reinforces Meridian Global Ventures Pvt. Ltd.'s commitment to human rights due diligence, ensuring proactive measures are taken to eliminate exploitation and uphold safe, fair, and respectful working conditions.

Employee Training & Awareness:

Meridian Global Ventures Pvt. Ltd. integrates specialised training into its employee development programmes to enhance awareness of labour rights and human trafficking issues. These programmes are designed to equip employees with the knowledge to recognise, prevent, and address instances of child labour, forced labour, and human trafficking within operational and supply chain contexts.

Training sessions cover:

- Identification of potential indicators of child labour, forced labour, and human trafficking
- Understanding relevant laws, ethical standards, and company policies
- Procedures for reporting concerns or violations
- Roles and responsibilities in safeguarding workers' rights

These training initiatives are part of a broader effort to build a vigilant and informed workforce that actively contributes to maintaining a responsible and ethical supply chain.

CHILD LABOR, FORCED LABOR & HUMAN TRAFFICKING PREVENTION FRAMEWORK

GRI408, GRI 409, GRI 412

Monitoring & Internal Controls:

Meridian Global Ventures Pvt. Ltd. maintains a structured approach to overseeing the effectiveness of its measures to prevent child labor, forced labor, and human trafficking. This includes regular reviews of internal control systems and supplier practices to ensure that preventive actions remain effective and relevant.

Key actions include:

- Periodic evaluations of operational procedures and compliance mechanisms.
- Review of supplier audits, grievance reports, and training records to identify potential gaps.
- Use of monitoring tools and performance indicators to assess the effectiveness of preventive measures.
- Continuous refinement of control processes based on findings to strengthen protection against human rights violations.

Through this proactive oversight, Meridian enhances accountability and sustains its commitment to ethical and responsible business practices.

Grievance Mechanism & Remediation:

Meridian Global Ventures Pvt. Ltd. maintains a clear and accessible grievance mechanism to ensure that concerns related to child labor, forced labor, or human trafficking are reported, addressed, and resolved in a timely and transparent manner. This mechanism is designed to ensure confidentiality, encourage reporting, and safeguard all stakeholders, including workers within the supply chain.

Key features include:

- **Multiple Reporting Channels:** Employees, suppliers, and stakeholders can raise concerns via secure channels such as anonymous hotlines, email reporting, and designated grievance portals.
- **Confidentiality Assurance:** All reports are handled with strict confidentiality to protect the identity of whistleblowers and affected parties.

- **Timely Investigation:** Reported concerns are promptly reviewed and investigated by a dedicated compliance team.
- **Transparent Outcomes:** Relevant findings and resolutions are communicated to concerned parties, ensuring transparency and accountability.
- **Continuous Improvement:** Feedback from grievance cases is used to strengthen preventive measures and operational controls.

This grievance mechanism reinforces Meridian Global Ventures Pvt. Ltd.'s commitment to ethical operations and upholding human rights across its value chain.

Remediation Framework for Victims:

Meridian Global Ventures Pvt. Ltd. has established a structured remediation framework to address and support victims of child labor, forced labor, or human trafficking. This framework ensures that any harm identified is addressed promptly and appropriately, with the aim of restoring dignity, safety, and wellbeing.

Key components include:

-  **Individual Support Plans:** Developing tailored remediation actions for each identified case, including access to medical care, psychological support, legal assistance, and safe housing where needed.
-  **Collaboration with Stakeholders:** Working with relevant NGOs, government bodies, and community groups to provide effective and sustainable support to affected individuals.
-  **Preventive Measures:** Leveraging lessons learned from remediation cases to strengthen preventive strategies and reduce the risk of recurrence.
-  **Monitoring and Follow-Up:** Regularly reviewing the effectiveness of remediation measures to ensure victims receive continued support and reintegration assistance.
-  **Transparency and Accountability:** Documenting remediation actions and maintaining clear records to demonstrate compliance and the company's commitment to human rights.

This remediation framework is part of Meridian Global Ventures Pvt. Ltd.'s broader commitment to uphold ethical labour practices and eliminate any form of exploitation within its operations and supply chain.

INCLUSION & NON-DISCRIMINATION POLICY FRAMEWORK

Inclusive Recruitment and Equal Opportunity Practices:

At Meridian Global Ventures Pvt. Ltd., recruitment is carried out with a strong commitment to fairness, diversity, and inclusion. The company upholds a merit-based selection system that focuses solely on candidates' qualifications, skills, and potential to contribute to organizational growth.

Recruitment procedures are structured to ensure impartiality and consistency across all stages—from job advertisement to final selection. Job postings are written in clear, inclusive language and made accessible to a broad audience through multiple channels to attract diverse talent. Selection panels follow standardized evaluation criteria and maintain objectivity throughout screening and interviews.

All hiring decisions are guided by professional competence and alignment with company values rather than personal attributes or background. To further strengthen transparency, HR periodically reviews recruitment data to identify and address any potential bias in hiring patterns.

Through these practices, Meridian Global Ventures fosters an equitable recruitment environment that values diversity and guarantees equal access to employment opportunities for all aspiring candidates.

Equitable Growth and Career Advancement Practices:

At Meridian Global Ventures Pvt. Ltd., the company is committed to ensuring that every employee has fair access to opportunities for career growth and professional advancement. The internal culture emphasizes performance, competence, and commitment as the primary criteria for development and promotion, eliminating any scope for bias or discrimination.

All employees are encouraged to participate in learning and development programs designed to strengthen both technical and leadership skills. These programs are accessible across all departments and levels, ensuring that employees from varied backgrounds can benefit equally. Human Resources teams and department heads are trained to follow transparent evaluation standards and maintain objectivity while assessing employees for promotion or developmental opportunities.

Meridian Global Ventures also promotes internal mobility, allowing employees to explore new roles and responsibilities that align with their skills and aspirations. Regular performance appraisals, mentorship initiatives, and feedback sessions help employees identify areas for growth and prepare for higher responsibilities.

Through these structured measures, the company ensures that career progression is guided by merit and

potential, fostering a motivated, inclusive, and equitable workplace where all employees can realize their full professional potential.

Fair Compensation and Workplace Equity Practices:

At Meridian Global Ventures Pvt. Ltd., the company is dedicated to maintaining a fair and transparent compensation structure that reflects the principles of equity, integrity, and respect for all employees. Compensation decisions are based on role responsibilities, experience, skills, and performance, ensuring that employees performing comparable work receive equal pay and recognition for their contributions.

To sustain an inclusive work environment, Human Resources conducts periodic salary reviews and job evaluations to identify and address any discrepancies that may arise over time. These reviews help maintain internal consistency and uphold a culture of trust and fairness.

The company also believes that ensuring equal pay is closely linked to maintaining a positive and respectful workplace culture. Managers and HR professionals are regularly trained to promote non-discriminatory practices, constructive communication, and ethical leadership. Employees are encouraged to voice any concerns regarding pay fairness through open dialogue or formal channels without fear of retaliation.

Through these sustained efforts, Meridian Global Ventures reinforces its commitment to equal treatment, employee well-being, and long-term

inclusivity, ensuring that every individual feels valued, motivated, and empowered to thrive within the organization.

Proactive Measures for Preventing Workplace Harassment

At Meridian Global Ventures Pvt. Ltd., the company emphasizes a proactive approach to prevent workplace harassment and maintain a safe and respectful environment. These measures focus on systemic safeguards that go beyond grievance mechanisms, remediation processes, or standard training programs.

The company implements clear behavioral guidelines and a code of conduct that outline expectations for professional interaction and mutual respect. Workspaces and organizational processes are regularly monitored to identify potential risks, ensuring that power imbalances, excessive pressures, or other conditions that may foster harassment are addressed early.

Additional preventative actions include:

- Regular audits of workplace culture and employee engagement to detect patterns or concerns.
- Anonymous feedback channels and surveys to capture employee sentiment and identify areas for improvement.
- Clear reporting escalation pathways separate from formal grievance procedures, allowing employees to seek informal guidance or intervention.

INCLUSION & NON-DISCRIMINATION POLICY FRAMEWORK

- Management accountability, where leaders are evaluated on their ability to maintain respectful, inclusive, and harassment-free teams.

Through these measures, Meridian Global Ventures fosters a workplace that prioritizes respect, dignity, and well-being, ensuring employees can focus on their work with confidence and trust in the organizational culture

Employee Awareness and Sensitization Programs

At Meridian Global Ventures Pvt. Ltd., the company places strong emphasis on fostering a respectful, safe, and inclusive workplace culture through continuous employee awareness and sensitization programs. These initiatives are designed to build a deep understanding of acceptable workplace behavior, promote mutual respect, and prevent any form of discrimination or harassment.

All employees, including new hires and managerial staff, participate in periodic training sessions that focus on ethical conduct, diversity awareness, and effective communication. These programs are tailored to help employees identify inappropriate behavior, understand their rights and responsibilities, and encourage a culture of accountability and respect.

The Human Resources Department regularly updates training materials in line with company policies, legal requirements, and industry best practices. Case-based learning, role-play sessions, and interactive discussions are used to ensure better engagement and practical understanding. Through these ongoing initiatives, Meridian Global Ventures strengthens its commitment to maintaining a positive work environment—one that promotes trust, inclusivity, and employee well-being, while empowering every individual to contribute productively and confidently to the organization's success.

Employee Support Networks and Inclusive Engagement Initiatives

At Meridian Global Ventures Pvt. Ltd., the company encourages the creation of employee support networks that strengthen a culture of unity, understanding, and mutual respect among its workforce. These groups serve as platforms for employees to share experiences, exchange ideas, and foster collaboration beyond departmental and hierarchical boundaries. The organization promotes the establishment of inclusive engagement initiatives, such as forums for working parents, young professionals, and employees from diverse cultural and

social backgrounds. These initiatives help enhance work-life balance, improve interpersonal understanding, and ensure that every employee feels heard and represented.

Human Resources and senior leadership provide continued support and guidance to sustain these employee-led networks, ensuring that they remain open, respectful, and accessible to all. Regular meetings, knowledge-sharing sessions, and team-building activities organized through these groups help cultivate a sense of belonging and strengthen the company's inclusive environment.

Through these collective efforts, Meridian Global Ventures nurtures a workplace where diversity is celebrated, collaboration is encouraged, and every employee—regardless of background or identity—feels valued, supported, and empowered to thrive.

Accessible Workplace and Disability Inclusion Practices

At Meridian Global Ventures Pvt. Ltd., the company is deeply committed to building a workplace that embraces accessibility, dignity, and equal opportunity for employees with disabilities. The organization believes that inclusion is not just about physical access but also about creating an environment where every individual can perform to their full potential without barriers.

The company ensures that workplace infrastructure—including entrances, restrooms, and workstations—is progressively adapted to meet universal accessibility standards.

Employees are provided with assistive tools, ergonomic equipment, and technological support wherever necessary to enable seamless performance of job duties.

In addition to infrastructural accessibility, Meridian Global Ventures focuses on awareness and sensitivity training for all employees to promote understanding, respect, and collaboration with colleagues who have disabilities. These programs are designed to eliminate stereotypes, encourage inclusive communication, and build a psychologically safe environment.

Through thoughtful planning and continuous improvement, the company ensures that employees with disabilities are not only accommodated but also empowered, engaged, and given equal opportunities to grow and contribute meaningfully to organizational success.

INCLUSION & NON-DISCRIMINATION POLICY FRAMEWORK

Support and Remediation Framework for Workplace Incidents

At Meridian Global Ventures Pvt. Ltd., the company is committed to providing a structured and empathetic response for employees affected by discrimination or harassment. The organization focuses on mitigating harm, restoring trust, and ensuring that affected

individuals are supported throughout the resolution process.

Once an incident is reported, the company follows a confidential and objective review to assess the situation and determine appropriate remedial actions. Support measures may include counseling services, temporary adjustments to work arrangements, mediation sessions, or other practical interventions to help victims recover and continue performing effectively.

The process emphasizes fairness, transparency, and prompt action, ensuring that remediation is delivered consistently and respectfully. Follow-up mechanisms are in place to monitor the effectiveness of actions taken and to prevent recurrence.

Through these practices, Meridian Global Ventures reinforces its commitment to a safe, inclusive, and supportive workplace, where all employees are treated with respect, dignity, and equity, and where victims of misconduct receive timely and meaningful assistance.

Gender Equality KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Gender balance at Worker level (Women to Men %)	24%	25%/19%	25%/19%	30%	25%	15%/20%	10%/10%	5%
Gender balance at Executive level (Women to Men %)	9%	10%/10%	10%/10%	10%	15%	10%/10%	10%/10%	10%
Gender balance at Top / Key Manager level (Women to Men %)	5%	6%/5%	10%/10%	10%	5%	7%/5%	10%/7%	10%
Gender balance of Employees in whole organization (Women to Men %)	1%	4%/2%	10%/6%	10%	1%	4%/2%	10%/6%	18%
Average unadjusted gender pay gap (Woman to man %)	0	0/0	0/0	0/0	0	0/0	0/0	0

ENVIRONMENTAL



ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Policy Statement

Meridian Global Ventures Pvt. Ltd. is committed to integrating financial growth with environmental stewardship. We pursue innovative strategies to enhance efficiency and sustainability, including reducing emissions, improving energy and water use, managing waste responsibly, conserving biodiversity, adopting sustainable packaging, optimizing logistics, and preventing pollution—building a resilient, sustainable future for generations ahead.

Key Components

- 
Assessment & Auditing: Regular audits to ensure compliance, identify gaps, and meet standards.
- 
Monitoring & Reporting: Track energy, emissions, water use, waste, and biodiversity impacts; maintain transparent reports.
- 
Best Practices: Adopt innovative, efficient environmental management methods.
- 
Training & Engagement: Ongoing employee training to build a culture of sustainability.
- 
Stakeholder Collaboration: Work with suppliers, customers, and communities on shared environmental goals.
- 
Continuous Improvement: Regularly update policies, set measurable targets, and implement improvement plans.



ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Goals & Commitments (Baseline Year: 2022)



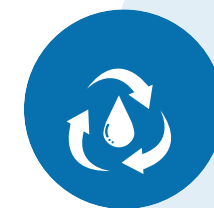
GHG & Energy:

- Reduce Scope 1, 2 & 3 emissions by 23% by 2030.
- Improve fuel efficiency by 20%; source 30% renewable energy by 2030.
- Increase use of sustainable/recycled fibres.



Air Pollution:

- Switch to low-VOC dyes; install emission monitoring.
- Cut NOx emissions by 25% and SO₂ by 35% by 2030.



Water Conservation:

- Cut water use per unit by 30%; improve wastewater treatment efficiency by 40% by 2030.
- Ensure 100% compliance with water quality regulations.



Waste & Material Management:

- Achieve 80% certified sustainable sourcing by 2030.
- Reduce hazardous waste by 20%; increase non-hazardous recycling to 50%.



Biodiversity:

- Support habitat restoration and community biodiversity projects.
- Source 50% raw materials from certified biodiversity-friendly suppliers by 2030.
- Restore 1,000 ha degraded land by 2035.



Packaging:

- Eliminate 100% single-use plastics and increase recycled packaging to 30% by 2030.



Logistics:

- Optimize routes, adopt reverse logistics, and use 30% electric/hybrid vehicles by 2030.
- Reduce warehouse energy use by 15%.



Building & Infrastructure:

- Install efficient HVAC systems, low-VOC materials, and renewable energy to cover 20% of building energy needs by 2030.



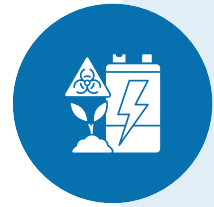
Microfiber Management:

- Reduce microfiber shedding by 50% by 2029; increase low-shedding fibre use to 50% by 2030.

ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Goals & Commitments (Baseline Year: 2022)



Soil Contamination

- Achieve zero hazardous discharge by 2030; implement closed-loop water systems in 80% of dyeing facilities.



Product End-of-Life:

- Launch nationwide take-back programs by 2030; recycle/reuse 35% of garments.
- Introduce digital product passports and sustainability labelling for 100% of products.



Product Sustainability:

- Embed eco-design principles; educate customers on care practices.
- Train all design and sourcing teams in life-cycle thinking by 2030.



Environmental Advocacy:

- Run ≥3 awareness initiatives annually; deliver annual environmental literacy training to all employees.
- Publish verified annual sustainability reports.

Customer Health & Safety:

- Comply with global chemical safety standards; label allergens/restricted substances.
- Maintain zero product recalls due to health risks; complete annual safety evaluations.

Review Mechanism:

The Environmental Sustainability Manager conducts a biennial review of key metrics—GHG emissions, energy, water, waste, and air quality. Findings are reported, evaluated, and used to implement corrective actions, ensuring policies stay aligned with SDGs and drive continuous improvement.



ENVIRONMENTAL STEWARDSHIP

Climate Action & Energy Management (SBTi, Net Zero, Renewable Energy)
(GRI 302, GRI 305)

Energy and Climate action strategy

Meridian Global Ventures Pvt. Ltd. places climate action and energy management at the heart of its sustainability strategy. Through a combination of ambitious targets, innovative technologies, and employee engagement, the company is driving a transition toward a low-carbon future while enhancing operational efficiency and resilience.



Employee Engagement & Training:

At Meridian Global Ventures Pvt. Ltd., employees are viewed as the driving force behind the company's sustainability and climate action initiatives. The organization fosters a culture of environmental awareness and shared responsibility by actively engaging its workforce through continuous learning and development programs.

Comprehensive training and awareness sessions are regularly conducted on key topics such as energy conservation, greenhouse gas (GHG) reduction, resource efficiency, and environmental compliance. These programs include interactive workshops, e-learning modules, and best-practice sharing sessions that equip employees with the knowledge and skills to implement sustainable practices in their daily operations.

To encourage active participation, the company organizes awareness campaigns, energy-saving challenges, and waste reduction initiatives, enabling employees to contribute directly to the company's environmental goals. Employees are also involved in energy audits, renewable energy initiatives, and process optimization projects, fostering a sense of ownership and innovation.

Sustainability objectives and employee contributions are integrated into the performance management system, ensuring accountability and alignment with organizational goals. By continuously tracking participation, measuring impact, and collecting feedback, Meridian refines its training approach to stay aligned with evolving global standards and industry advancements.

Through this comprehensive engagement framework, Meridian Global Ventures Pvt. Ltd. nurtures a well-informed, motivated, and sustainability-focused workforce that plays an essential role in advancing the company's commitment to energy efficiency, emissions reduction, and long-term environmental stewardship.



Renewable Energy Adoption

Meridian Global Ventures Pvt. Ltd. is committed to transitioning toward cleaner energy sources and reducing its reliance on conventional fossil fuels. As part of its broader sustainability strategy, the company actively sources electricity from renewable sources, including solar and wind energy, to power its operations and lower its overall carbon footprint.

In addition to renewable energy procurement, Meridian continually explores opportunities for on-site renewable energy generation, such as installing solar photovoltaic systems and energy-efficient infrastructure at its facilities. These initiatives enhance operational efficiency, promote energy self-reliance, and support long-term environmental goals.

The company also extends its clean energy vision to its supply chain partners, encouraging them to integrate renewable energy solutions and align with shared climate objectives. Through continuous investment in renewable technologies, capacity-building efforts, and sustainable procurement practices, Meridian strengthens its commitment to energy resilience, emissions reduction, and a low-carbon future.

By embedding renewable energy adoption into its core operations, Meridian Global Ventures Pvt. Ltd. contributes meaningfully to global efforts toward climate action and sustainable industrial development.

Carbon Offset Initiatives:

Meridian Global Ventures Pvt. Ltd. acknowledges that achieving comprehensive climate responsibility extends beyond direct emission reductions. To complement its decarbonization efforts, the company invests in verified carbon offset projects that balance unavoidable greenhouse gas (GHG) emissions.

These initiatives include afforestation and reforestation programs, renewable energy generation, and community-based carbon sequestration projects, all certified under recognized international standards such as the Verified Carbon Standard (VCS) and the Gold Standard. Through these efforts, Meridian ensures that its contributions support not only carbon neutrality but also biodiversity conservation, ecosystem restoration, and socio-economic development in local communities.

By participating in certified offset programs, the company enhances the credibility and transparency of its climate strategy while fostering long-term resilience and environmental stewardship. This integrated approach reflects Meridian's dedication to aligning its operations and value chain with global sustainability objectives, reinforcing its vision of a low-carbon and sustainable future.

ENVIRONMENTAL STEWARDSHIP



Energy Performance Audits

Meridian Global Ventures Pvt. Ltd. conducts regular energy performance audits as part of its commitment to improving operational efficiency and reducing greenhouse gas (GHG) emissions. These audits provide a structured evaluation of energy consumption patterns across manufacturing facilities, utilities, office spaces, and transportation systems, helping identify areas of high usage, equipment inefficiencies, and potential energy-saving opportunities.

Each audit involves comprehensive data analysis, on-site assessments, and benchmarking against industry best practices to pinpoint process optimization and technology improvement measures. Based on the audit findings, Meridian develops and implements targeted energy management strategies—including equipment upgrades, system optimization, and integration of renewable energy solutions.

The insights gained from these audits form a critical part of the company's energy management framework, ensuring that energy conservation initiatives are data-driven, measurable, and aligned with regulatory standards and corporate sustainability goals.

By adopting this proactive approach, Meridian Global Ventures Pvt. Ltd. continues to drive continuous improvement in energy efficiency, reduce carbon emissions, and advance toward its long-term sustainability and net-zero ambitions.



Energy Efficiency Improvements

Meridian Global Ventures Pvt. Ltd. is committed to continuously enhancing energy efficiency throughout its operations by integrating advanced technologies and process innovations. The company has implemented systematic upgrades to machinery, lighting systems, and HVAC infrastructure to lower energy intensity and improve overall performance.

Key initiatives include the adoption of energy-efficient motors, variable frequency drives (VFDs), and automated process control systems designed to optimize production efficiency while minimizing energy waste. These upgrades not only enhance operational reliability but also deliver measurable reductions in energy consumption compared to conventional industry practices.

Regular maintenance schedules and real-time energy monitoring systems support the sustained performance of these improvements, enabling timely interventions and maximizing efficiency gains. By embracing such forward-looking approaches, Meridian strengthens its commitment to responsible resource management, significantly reduces its carbon footprint, and fosters sustainable growth across its operations.



Waste Heat Recovery & CHP Systems:

Meridian Global Ventures Pvt. Ltd. is dedicated to optimizing energy efficiency through the strategic adoption of waste heat recovery and combined heat and power (CHP) systems. By capturing residual heat generated during production processes, the company repurposes it for operational needs such as heating, drying, and process steam generation, thereby reducing reliance on external energy sources.

The integration of CHP systems allows Meridian to simultaneously generate electricity and useful thermal energy from a single fuel source, significantly enhancing overall energy efficiency and lowering greenhouse gas emissions. This dual-generation approach not only improves energy utilization but also contributes to operational cost savings.

Through these initiatives, Meridian advances its commitment to clean, efficient manufacturing practices that minimize environmental impact while fostering sustainable industrial growth. The company continues to evaluate and implement innovative energy solutions that strengthen resilience, improve resource efficiency, and align with its long-term sustainability vision.



Fuel Switching for Lower Emissions:

Meridian Global Ventures Pvt. Ltd. is committed to reducing its carbon footprint and enhancing energy efficiency through a proactive fuel-switching strategy. The company is gradually transitioning from higher-emission conventional fuels, such as coal and furnace oil, to cleaner alternatives including natural gas, biofuels, and other low-carbon energy sources.

This transition delivers multiple benefits: it significantly lowers greenhouse gas emissions, reduces particulate matter, and improves overall air quality. Cleaner fuels are increasingly being adopted across production processes, logistics operations, and on-site power generation systems, contributing to more sustainable manufacturing practices.

To ensure the effectiveness of these measures, Meridian continuously monitors fuel performance and emissions, applying data-driven insights to refine its approach. This ongoing commitment to cleaner fuel use underscores the company's dedication to responsible resource management, environmental stewardship, and sustainable industrial growth.

Through such initiatives, Meridian not only supports its own environmental objectives but also contributes to broader efforts toward a low-carbon future.

ENVIRONMENTAL STEWARDSHIP



Sustainable Transportation Practices

Meridian Global Ventures Pvt. Ltd. is dedicated to reducing the environmental impact of its logistics and transportation operations through a comprehensive sustainable mobility strategy. The company actively optimizes transportation routes, adopts fuel-efficient and low-emission vehicles, and progressively integrates electric and hybrid vehicles into its fleet to lower fuel consumption and greenhouse gas emissions.

Additional measures include promoting consolidated shipments, utilizing renewable fuels, and implementing advanced digital route planning systems to reduce unnecessary travel, idle time, and overall carbon intensity. These approaches not only improve operational efficiency but also contribute to a measurable reduction in transportation-related emissions.

Meridian extends its sustainability efforts beyond its own fleet by encouraging suppliers and logistics partners to adopt cleaner transport solutions, fostering a low-carbon value chain. Through these initiatives, the company strengthens its commitment to efficient resource use, reduced environmental impact, and the advancement of a cleaner, more sustainable transportation ecosystem.



ENVIRONMENTAL STEWARDSHIP

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

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Scope 1 GHG (tCO2eq)	3.92	3.89/4.09	3.80/5.18	3.0/	4.33	4.23/4.45	4.0/3.85	3.3/
Scope 2 GHG (tCO2eq)	48.56	48.200/49.65	46.67/53.78	38.36/	64.74	63.22/66.20	62.34/68.72	51.14/
Scope 3 GHG (tCO2eq)	1,128.72	1085/1353.86	1020/1353.03	869.11/	1,579.47	1575/1804.93	1520/1782.33	1216.19/
Scope 3 Downstream GHG Emission (tCO2eq)	8.03	8.00/9.64	07.57/8.57	6.90/	10.71	10.52/12.85	10.37/12.32	9.6/
Scope 3 Upstream GHG Emission (tCO2eq)	1.06	1.01/1.28	0.98/1.28	0.80/	1.49	1.32/1.70	1.12/1.70	0.90/
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr))	2.1	2.1/2.21	2.24/2.28	2.9/	2.25	2.25/2.25	2.24/2.28	2.10/
People Trained on GHG (Manhours)	50 hrs	55/60 hrs	65 hrs/ 65 hrs	100 hrs/	50 hrs	55/60 hrs	60hrs/65hrs	75 hrs /

ENVIRONMENTAL STEWARDSHIP

Energy KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Total energy consumption (in KWH)	67,910	65281.68/69,441	63252.79/75,219	59760.8/	90,547	89281.68/92,589	87252.79/96,116	79681.36/
Energy Intensity (KWH/Revenue (in Cr.))	2945.23	29800/3073.44	29000/3054.32	29000/	2945.23	29800/3073.44	29500/3054.32	29000/
Total renewable energy consumption (in KWH)	NIL	NIL	NIL	6,000	NIL	NIL	NIL	6,000
Renewable Energy against Total Energy (%)	NIL	NIL	NIL	25%/	NIL	NIL	NIL	30%/
People Trained on Energy Efficiency (Manhours)	45 hrs/	50 hrs/60 hrs	60 hrs/65 hrs	80hrs/	40 hrs	48/60 hrs	50 hrs/65hrs	80 hrs/

INTEGRATED WATER STEWARDSHIP STRATEGY

GRI 303

At Meridian Global Ventures Pvt. Ltd., water conservation is a key pillar of our environmental sustainability efforts. We recognize the critical importance of preserving this finite resource and are committed to managing it responsibly across all operations. Our approach integrates efficiency, innovation, and compliance to minimize water usage, enhance recycling, and protect natural water systems.

Water Recycling and Reuse Initiatives:

Meridian Global Ventures Pvt. Ltd. is committed to responsible water resource management in alignment with its Environmental Management and Oversight principles. The company has adopted innovative technologies and best practices to promote water recycling and reuse, thereby minimizing freshwater dependency and reducing environmental impact. Regular water audits are conducted to assess and monitor consumption patterns, enabling the identification of opportunities for efficiency improvement. The company implements water-saving or waterless dyeing and cleaning methods and process optimization techniques to lower overall water usage. Meridian also operates systems for treating and reclaiming wastewater, which is reused for internal purposes such as production, cooling, and

landscape irrigation. Treated water quality is consistently monitored to ensure full compliance with environmental discharge standards. In addition, the company continues to explore rainwater harvesting systems and other sustainable technologies to further enhance water efficiency, support a circular water economy, and ensure the long-term conservation of this vital resource.

Comprehensive Water Audits:

Meridian Global Ventures Pvt. Ltd. is committed to responsible water resource management in alignment with its Environmental Management and Oversight principles. The company has adopted innovative technologies and best practices to promote water recycling and reuse, thereby minimizing freshwater dependency and reducing environmental impact. Regular water audits are conducted to assess and monitor consumption patterns, enabling the identification of opportunities for efficiency improvement. The company implements water-saving or waterless dyeing and cleaning methods and process optimization techniques to lower overall water usage. Meridian also operates systems for treating and reclaiming wastewater, which is reused for internal applications such as production, cooling, and irrigation. Treated water quality is

consistently monitored to ensure full compliance with environmental discharge standards. To further strengthen water stewardship, the company continues to explore rainwater harvesting and other sustainable technologies to enhance efficiency, support a circular water economy, and ensure the long-term conservation of this vital resource.

Comprehensive Water Audits:

As part of its integrated water management strategy, Meridian Global Ventures Pvt. Ltd. conducts comprehensive water audits to evaluate water consumption efficiency across all operational units. These audits assess usage patterns, detect leakages or wastage, and pinpoint areas where water use can be reduced. The findings are used to implement targeted improvements in processes, equipment, and technology, ensuring optimal utilization of water resources. Through regular audits, Meridian maintains compliance with environmental regulations, enhances operational sustainability, and reaffirms its commitment to continuous improvement in water conservation and resource efficiency.

Adoption of Water-Efficient Technologies:

Meridian Global Ventures Pvt. Ltd. is dedicated to adopting advanced water-efficient technologies to minimize water consumption and enhance sustainability throughout its operations. The company integrates state-of-the-art systems in dyeing, washing, and cleaning processes to significantly reduce water usage without compromising product quality or performance. As part of its ongoing innovation, Meridian explores and implements water-efficient dyeing technologies and waterless dyeing methods, such as Air Dye technology, which eliminate or drastically reduce the need for water in fabric coloration. These initiatives not only conserve valuable freshwater resources but also lower effluent generation and treatment loads. By leveraging such innovative, low-water, and waterless solutions, Meridian ensures compliance with applicable environmental standards and regulations while advancing its commitment to resource efficiency and long-term water stewardship. This proactive approach reflects the company's broader sustainability vision — fostering responsible production and environmental preservation across all operations.

INTEGRATED WATER STEWARDSHIP STRATEGY

GRI 303

Water Risk and Quality Assessments:

Meridian Global Ventures Pvt. Ltd. places strong emphasis on responsible water management and undertakes regular water risk and quality assessments across its operations. These assessments help the company evaluate potential challenges related to water availability, quality, and sustainability, taking into account factors such as regional water scarcity, seasonal variations, industrial demand, and potential contamination risks. The insights gained enable the development of proactive strategies to manage consumption efficiently, safeguard water resources, and ensure business continuity.

The company also performs comprehensive water quality assessments, which include routine sampling, laboratory analysis, and compliance checks to verify that both process water and wastewater consistently meet or exceed environmental standards. This ongoing evaluation supports continuous improvement in operational practices, guiding initiatives such as process optimization, water-efficient technologies, advanced wastewater treatment, recycling, and rainwater harvesting.

Through these measures, Meridian strengthens its commitment to sustainable water stewardship, ensuring

that water resources are responsibly managed for the benefit of the environment, surrounding communities, and future generations.

Rainwater Harvesting and Conservation Systems:

Meridian Global Ventures Pvt. Ltd. actively implements rainwater harvesting and conservation systems as part of its comprehensive approach to sustainable water management. The company's facilities are designed to capture and store rainwater from rooftops and operational areas, reducing dependence on municipal supply and groundwater extraction. Collected rainwater undergoes treatment and is efficiently utilized for non-potable applications such as landscaping, process cooling, and cleaning, contributing to the efficient use of available resources and minimizing environmental impact. Before the installation and expansion of these systems, Meridian conducts site-level assessments to understand local water availability, rainfall patterns, and potential stress conditions. This helps in identifying suitable locations, determining storage capacities, and ensuring that systems are tailored to local hydrological conditions. Such assessments also enable the company to manage risks associated with water scarcity and ensure sustainable

operations even in regions prone to fluctuating water supply.

In addition to harvesting initiatives, Meridian integrates a range of water conservation measures across its operations, including efficient irrigation systems, leak detection programs, and the use of low-flow fixtures, all aimed at minimizing wastage and maximizing efficiency.

Through this integrated water conservation strategy, Meridian Global Ventures Pvt. Ltd. reinforces its commitment to responsible water stewardship, ensuring resource efficiency, ecosystem protection, and alignment with its broader vision of sustainable development and long-term ecological balance



INTEGRATED WATER STEWARDSHIP STRATEGY

GRI 303

Water KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Total Water consumption (in Cubic Meter /Year)	28	27/30	25/28	19.6	8	7.98/9	7.56/8	5.6
Total Water recycled and reused (in Cubic Meter / Year)	18	62/	63/32	40/	60	62/70	63/75	70/
Total Rain Water Harvested (in Kilo Litres / Year)	NIL	NIL	5/4	30/	NIL	NIL	5/4	30/
Total water consumption per employee (in Litres / Employee / Day)	18.9 Ltr	18.5/17.2 Ltr	16.56 Ltr	15 Ltr	18.9 Ltr	18.5/17.2 Ltr	18.0 Ltr/17.1 Ltr	15 Ltr
Total Water Treated (In % of Total Water Consumption)	35%	70%/75%	100%/100%	80%	35%	70%/75%	100%/100%	100%
Water Intensity (Water consumed / Revenue (in Cr.))	0.26	0.26/0.29	0.25/0.25	0.2	0.26	0.26/0.29	0.25/0.25	0.2
People Trained on Water Efficiency (Manhours)	20 hrs	30 hrs/35 hrs	45 hrs/47 hrs	100 hrs	20hrs	30hrs /34hrs	45hrs/45hrs	70hrs/

MATERIALS AND CHEMICALS MANAGEMENT STRATEGY

GRI 301, GRI 306

At Meridian Global Ventures Pvt. Ltd., sustainable materials and chemical management are core to our commitment to environmental stewardship. We strive to minimize resource consumption, prioritize the use of recovered and eco-friendly materials, and adopt safer chemical alternatives throughout our operations. Our approach integrates strict safety protocols, responsible handling of hazardous substances, and continuous employee training to ensure compliance with environmental regulations while safeguarding human health and ecosystems. This framework supports our mission to drive efficiency, reduce environmental impact, and foster a culture of sustainability across all operations.

Process Optimization to Reduce Material Consumption:

Meridian Global Ventures Pvt. Ltd. is committed to reducing material consumption by continuously optimizing its operational processes. This includes integrating advanced manufacturing techniques and adopting efficient production methods that minimize raw material use while maintaining product quality. Such process optimization involves careful evaluation of resource flows, elimination of redundancies, and

improving operational efficiency to achieve minimal material waste. These measures not only lower production costs but also contribute to environmental sustainability by reducing resource depletion. The company documents and monitors these initiatives to ensure measurable progress, reinforcing its commitment to responsible material management and sustainable manufacturing practices across all operations.

Use of Recovered and Recycled Materials:

Meridian Global Ventures Pvt. Ltd. is committed to reducing resource consumption and minimizing waste through the recovery and reuse of materials. This involves adopting practices that enable the repurposing, repairing, and recovery of materials such as furniture parts, equipment components, and other operational inputs. By integrating recovered materials back into operations, the company not only conserves natural resources but also supports circular economy principles. These measures ensure optimal utilization of materials, reduce environmental impact, and enhance operational efficiency while aligning with Meridian's environmental responsibility and sustainability commitments.

Adoption of Eco-Friendly and Bio-Based Materials:

Meridian Global Ventures Pvt. Ltd. is committed to reducing environmental impact by adopting eco-friendly and bio-based input materials in its operations. This includes replacing harmful chemicals used in solvents, stain removers, bleaching, dyeing, and softening processes with greener alternatives. Examples include biodegradable surfactants, enzyme-based processes (bio-processing), and plant-based natural dyes. Such practices not only minimize waste generation but also promote safer manufacturing processes, conserve resources, and contribute to a healthier environment, aligning with the company's sustainability goals and regulatory compliance requirements.

Hazardous Substances Management:

Meridian Global Ventures Pvt. Ltd. is committed to the safe management of hazardous substances used in its operations. This includes clear labeling of all chemicals to ensure proper identification and safe use, secure storage to prevent leaks or contamination, and strict handling procedures to protect employees and the environment. Additionally, hazardous substances are transported following stringent safety protocols and regulatory requirements to minimize environmental risk. These measures are supported by regular employee training and robust internal controls to ensure compliance with environmental standards and safeguard workplace safety.

We ensure that hazardous substances are treated and disposed of safely, employing specialized procedures and certified disposal methods. The company adheres to strict environmental standards to prevent contamination and reduce ecological impact. Emergency preparedness measures are in place to address accidental releases, ensuring rapid and safe response to chemical spills.

» Meridian Global Ventures Pvt. Ltd. has implemented a comprehensive approach to managing materials and chemicals to ensure environmental safety and operational efficiency. Key actions include:

01

Process Optimization – Adopting advanced methods and technologies to minimize material consumption in operations.

02

Use of Recovered and Recycled Materials – Recovering input materials for reuse and repurposing components to reduce waste.

03

Adoption of Eco-Friendly and Bio-Based Materials – Using biodegradable surfactants, enzyme-based processes, and plant-based natural dyes to replace harmful substances.

04

Hazardous Substances Management – Implementing strict protocols for labeling, storing, handling, and transporting hazardous substances to prevent environmental release.

MATERIALS AND CHEMICALS MANAGEMENT STRATEGY

GRI 301, GRI 306

- 05** Environmental Emergency Preparedness – Establishing emergency response procedures for chemical spills, leaks, or other incidents involving hazardous materials.
- 06** Employee Training – Providing regular, company-specific training on safe handling and management of hazardous substances.
- 07** Safe Disposal – Employing specialized treatment and disposal methods for hazardous chemicals, ensuring compliance with environmental regulations.

These actions collectively enhance environmental protection, support sustainable resource use, and promote a safe workplace.

Environmental Emergency Preparedness

Meridian Global Ventures Pvt. Ltd. maintains a strong commitment to environmental safety by implementing comprehensive emergency preparedness measures. These procedures are designed to prevent the release of hazardous chemicals, such as solvents, bleaches, dyes, and

surfactants, during textile operations. The company ensures that all facilities have well-defined emergency response plans, including staff training, safety drills, and spill containment protocols. These measures not only mitigate environmental risks but also reinforce the company's dedication to safe and sustainable operational practices.

Employee Training and Capacity Building

Meridian Global Ventures Pvt. Ltd. places strong emphasis on building employee capacity to ensure the safe handling of toxic and hazardous substances. The company delivers targeted training programs that enhance employees' knowledge and practical skills in managing hazardous chemicals safely. These programs cover proper identification, labeling, storage, handling, transportation, and disposal of hazardous materials, along with emergency preparedness procedures. By equipping employees with the right knowledge and tools, Meridian ensures compliance with environmental regulations, safeguards workplace safety, and minimizes potential environmental risks.

WASTE REDUCTION THROUGH MATERIAL REUSE, RECOVERY, AND REPURPOSING

GRI 306

Meridian Global Ventures Pvt. Ltd. is committed to minimizing waste and optimizing resource efficiency by implementing systematic strategies for material reuse, recovery, and repurposing. This approach not only reduces environmental impact but also supports a circular economy and strengthens sustainable manufacturing practices.

Empowering Employees for Waste Reduction:

Meridian Global Ventures Pvt. Ltd. places strong emphasis on cultivating a culture of sustainability among its workforce. The company implements targeted training programs that build awareness and equip employees with practical skills to identify opportunities for reducing waste within operations. These initiatives cover best practices for efficient resource use, careful handling of materials, and extending the life cycle of operational assets. Employees are encouraged to participate in workshops and knowledge-sharing sessions that focus on innovative approaches to reusing, repairing, and repurposing materials. By fostering such engagement, Meridian not only promotes resource efficiency but also strengthens operational resilience and supports its broader commitment to responsible manufacturing practices.

Systematic Waste Segregation and Disposal

Meridian Global Ventures Pvt. Ltd. integrates structured waste management practices into its daily operations to promote environmental responsibility and operational efficiency. The company has established clear procedures for sorting waste internally, ensuring that materials are directed to the appropriate streams for recovery, reuse, or safe disposal. Employees are engaged through regular awareness sessions to understand the importance of correct waste handling and segregation, helping to maintain consistency and compliance across the organization. These efforts support a broader culture of sustainability, enabling Meridian to optimize material use, reduce waste generation, and enhance environmental performance across its facilities.

Mapping and Analyzing Waste Streams

Meridian Global Ventures Pvt. Ltd. integrates comprehensive waste stream mapping into its operational framework to enhance waste management efficiency. The company undertakes systematic identification and categorization of waste generated across its facilities, ensuring that materials are processed in a way that maximizes reuse and recycling potential. This process involves close monitoring of waste types, volumes, and sources to enable informed decision-making for resource optimization. By maintaining clear visibility of waste flows, Meridian strengthens its ability to implement targeted strategies for sustainable waste handling, supports circular economy principles, and fosters continual improvement in environmental performance.

MATERIALS AND CHEMICALS MANAGEMENT STRATEGY

GRI 301, GRI 306

Waste Generation KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Total Waste Generated (in Metric Tonnes)	6	9/7	8/6	5.1/	9	9/10	8/9	7.65/
Total Hazardous Waste Generation (in Metric Tonnes)	1.90	1.78/1.80	1.57/1.90	1/	0	0/0	0/0	0
Total non-Hazardous Waste Generation (in Metric Tonnes)	4.1	4.01/5.2	3.90/4.1	3.6	9	9/10	8/9	7.65
% of total waste from company operations diverted from landfills	98%	98%/99%	99%/99%	100%	98 %	99 %/99%	99 %/99%	100 %
WEEE Generated (in Metric Tonnes)	1	1/1	1/0.3	1	1	1/1	1/1	1
Total Waste Water recycled in a year (in Metric Tonnes)	40%	70%/75%	100%/100%	100%	35%	70%/70%	100%/100%	100%
Total weight of waste recovered (Tonne / Year)	40%	70%/75%	100%/100%	100%	0	10/ 5	12/4	4
Reporting on Product End of Life Treatment	0	1/0	5/5	8	0	1/0	5/5	8

SUSTAINABLE PRODUCT DESIGN AND USAGE PRACTICES

GRI 301, GRI 416

Enhancing Product Sustainability

Meridian Global Ventures Pvt. Ltd. is committed to designing and delivering products that integrate environmental responsibility throughout their lifecycle. This includes reducing the environmental impact of products, optimizing their usage, and extending their service life through thoughtful design, treatment, and user guidance.

Assessing Environmental Impact

Meridian Global Ventures Pvt. Ltd. integrates environmental considerations into its product development process to ensure sustainability throughout the product life cycle. The company undertakes detailed evaluations to understand how its products perform during their use phase and the potential environmental effects associated with them. These assessments examine factors such as energy use, resource efficiency, and waste generation, enabling informed design decisions that reduce environmental impacts. By embedding such considerations into product design, Meridian advances its commitment to delivering durable, efficient, and environmentally responsible solutions that align with long-term sustainability goals.

Guidance for Efficient Use and Maintenance

Meridian Global Ventures Pvt. Ltd. integrates efficiency considerations into the design and development of its products to support resource-conscious usage. The company focuses on creating solutions that require fewer inputs during operation, such as reduced electricity, water, or consumable materials. To complement these designs, Meridian provides clear guidance on proper use, storage, and maintenance, ensuring products perform effectively while maximizing efficiency. This approach not only supports durability and product longevity but also contributes to minimizing overall resource consumption throughout the product's life cycle.

Design for Resource Efficiency

Meridian Global Ventures Pvt. Ltd. integrates innovative design approaches and advanced material treatments to improve product performance while reducing environmental impact. The company focuses on enhancing the durability and quality of fibers, yarns, fabrics, and garments to ensure they maintain their integrity throughout their lifecycle. Special attention is given to methods that minimize material

degradation and the release of micro-particles during use, particularly through washing and maintenance. These design enhancements support sustainability by extending product life, reducing waste, and contributing to cleaner production and usage practices.

Minimizing Microfiber Shedding and Wear

Meridian Global Ventures Pvt. Ltd. prioritizes innovations in product design and material treatment to enhance durability and reduce environmental impact. By employing improved techniques for fibers, yarns, fabrics, textiles, and garments, the company works to strengthen product longevity and maintain quality throughout use. Particular focus is placed on reducing microfiber release during maintenance activities such as washing, thereby lowering potential environmental contamination. These design and treatment enhancements contribute to resource efficiency, extend product life, and support the company's broader sustainability objectives.

SUSTAINABLE PRODUCT DESIGN AND USAGE PRACTICES

GRI 301, GRI 416

Sustainable Sourcing KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
% of Employees Trained Sustainable Sourcing of Raw material	35%	40%/50%	55%/60%	100%	35%	50%/50%	60%/60%	90%
% of Sustainable Sourcing of Raw material	50%	60%/50%	70%/65%	95%	45%	70% /60%	85% /85%	95%
Buyers training on Sustainable Procurement(manhours)	55	100/95	120/120	300	50	100/89	100/100	120/
% of supplier Engage in Capacity building	15%	25%/25%	40%/40%	70%	13%	25%/ 25%	40%/40%	70%/

CIRCULAR PRODUCT LIFECYCLE MANAGEMENT

GRI 301, GRI 306

Collaborative End-of-Life Strategies

At Meridian Global Ventures Pvt. Ltd., sustainability is not just about creating products — it's about ensuring they have a thoughtful journey from creation to the end of their life. The company recognises that responsible product stewardship extends beyond its own operations, requiring collaboration with a network of external partners who share the same vision for a circular economy.

To achieve this, Meridian actively partners with research groups, industry coalitions, and both public and private initiatives dedicated to product recovery and treatment. These collaborations not only strengthen the company's approach to end-of-life management but also contribute to industry-wide efforts to reduce waste and promote resource efficiency.

By participating in producer responsibility initiatives and engaging with stakeholders across the value chain, Meridian gains valuable insights into best practices and innovative solutions. This collective effort helps shape smarter approaches to product reuse, remanufacturing, and recycling — ensuring materials are returned to the system rather than becoming waste.

Meridian also places importance on empowering consumers. Clear guidance and information are provided to help customers dispose of products responsibly, with access to take-back programs, authorised recycling facilities, and safe treatment methods. Through these measures, the company closes the loop, ensuring that every product leaves a lighter environmental footprint and contributes to a more sustainable future.

Guidance for Responsible Disposal

Meridian Global Ventures Pvt. Ltd. recognises that a product's lifecycle does not end at the point of use. The company is committed to supporting sustainable disposal practices that minimise environmental impact and encourage circular resource management.

To facilitate responsible disposal, Meridian provides product users with relevant information on available options for returning, recycling, or treating products at their end-of-life. This guidance includes details on accessible collection systems, recycling facilities, and appropriate waste handling practices that reduce landfill waste and prevent environmental contamination. By sharing such guidance, Meridian enables users to make informed decisions that support environmental protection and resource efficiency. The company also promotes approaches that maximise the recovery and reuse of materials, reducing the need for virgin resources and fostering sustainable product stewardship. These efforts form part of Meridian's broader commitment to ensuring that products are managed thoughtfully throughout their lifecycle, contributing to a cleaner environment and a sustainable future.

Packaging Optimization

Meridian Global Ventures Pvt. Ltd. recognises that packaging plays a significant role in both product usability and environmental impact. The company is committed to designing packaging that is efficient, functional, and environmentally considerate throughout the product lifecycle.

Efforts to optimise packaging focus on reducing unnecessary material use while maintaining product protection and quality. This includes evaluating packaging designs to make them lighter and more resource-efficient, as well as considering material selection to support ease of disposal and recycling. By streamlining packaging, Meridian improves resource efficiency and reduces environmental impact, aligning with its broader sustainability objectives. Through these initiatives, the company ensures that packaging not only meets functional requirements but also supports environmentally responsible disposal practices, contributing to a circular approach to materials management and reducing the overall ecological footprint of its products.

Design for Disassembly and Recycling

Meridian Global Ventures Pvt. Ltd. integrates thoughtful design principles to ensure that products can be effectively managed at the end of their lifecycle. The company focuses on creating products that support efficient recovery, reuse, and recycling, thereby extending material value and reducing environmental impact.

Product design strategies include incorporating modular components, utilising standardised parts, and simplifying assembly processes. These approaches make products easier to disassemble, sort, and process for recycling or remanufacturing. By minimising the use of adhesives, complex fasteners, or mixed materials, Meridian enhances the potential for materials to be kept in circulation and reduces the amount of waste directed to landfill or incineration.

These design considerations reflect Meridian's commitment to sustainable product stewardship and its broader vision of promoting a circular economy where resources are preserved and reused to their fullest potential.

Product Take-Back Programs

Meridian Global Ventures Pvt. Ltd. actively promotes sustainable product lifecycle management by developing initiatives that enable responsible end-of-life handling of its products. The company supports systems that allow products to be returned after use so they can be processed in ways that preserve value and reduce environmental impact. These programs facilitate the collection of products through structured arrangements, encouraging users to return items once their service life ends. Returned products are evaluated for reuse, remanufacturing, or safe recycling. Where appropriate, materials are recovered and reintroduced into production cycles, thereby reducing waste and conserving resources.

Through these measures, Meridian reinforces its commitment to circular economy principles, fostering sustainable product stewardship and minimising environmental impacts associated with disposal.

CIRCULAR PRODUCT LIFECYCLE MANAGEMENT

GRI 301, GRI 306

Product use and product End of Life KPI:

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Percentage of products designed using sustainable or recycled materials.	100%	100%/100%	100%/100%	100%	100 %	100 % /100%	100 % /100%	100%
The percentage of products returned by customers compared to the total number of products sold	0.7%	0.78%/0.60%	0.72%/0.52%	0.20%	0.80%	0.78%/0.60%	0.72%/0.60%	0.20%
The percentage of customers who are aware of and participate in the company's recycling programs.	92%	90%/90%	95%/93%	100%	90%	90%/90%	95%/96%	100%
Reporting on Product End of Life Treatmen	0	0/0	0/0	1	0	0/0	0/0	1
% of saving from efficient product design	0	1/1	2/2	5	0	1/1	2/2	5

CIRCULAR PRODUCT LIFECYCLE MANAGEMENT

GRI 301, GRI 306

Ensuring Customer Health and Safety

At Meridian Global Ventures Pvt. Ltd., customer well-being is a priority that is integrated into every stage of product development. The company adopts comprehensive measures to ensure that products meet high standards of health and safety while minimising environmental impact.

Safe Product Design:

Meridian Global Ventures Pvt. Ltd. places a strong emphasis on designing products that prioritise customer health and safety throughout their lifecycle. The company integrates careful selection of materials, thoughtful product development, and rigorous quality controls to ensure products meet high safety standards.

Efforts include creating product guidance materials that inform users about safe use, storage, and maintenance practices. These communications aim to enhance user understanding of potential health considerations and ensure products are handled in ways that preserve both safety and performance. By embedding safety considerations into product design, Meridian reinforces its commitment to delivering responsible and trustworthy products that meet customer needs while aligning with broader sustainability goals.

Minimising Chemical and VOC Emissions:

Meridian Global Ventures Pvt. Ltd. is committed to enhancing product safety by addressing the presence of volatile organic compounds (VOCs) and other chemical emissions. The company integrates safer material selection and process innovations to minimise such emissions during production and throughout the product lifecycle.

These efforts include adopting advanced manufacturing practices and developing product guidance that support safe usage. Clear instructions and awareness resources help ensure that customers understand proper handling and maintenance, contributing to a healthier experience and reducing potential health concerns. By focusing on emission reduction at the design and manufacturing stages, Meridian strengthens its commitment to producing safer, environmentally responsible products.

Transparency and User Guidance:

Meridian Global Ventures Pvt. Ltd. emphasises the importance of providing clear and practical guidance to customers for the safe and sustainable use of its products. The company develops comprehensive product manuals, care instructions, and informational resources that outline recommended cleaning and maintenance practices.

These resources are designed to promote efficient product upkeep while supporting environmental and health considerations. Guidance focuses on methods that minimise the need for harsh chemicals, ensuring products can be maintained effectively with safe and sustainable solutions. By offering transparent user information, Meridian enhances product longevity, fosters customer trust, and reinforces its commitment to responsible product stewardship.

SUPPLIER ESG EXPECTATIONS (SUPPLIER CODE OF CONDUCT AND POLICIES)

GRI-308 | GRI-414 | GRI-205 | GRI-408 | GRI-409 | GRI-406 | GRI-407

Policy Statement:

Meridian Global Ventures Pvt. Ltd. is committed to sustainable procurement that drives positive environmental, social, and economic impacts. We prioritize ethical sourcing, fair labor practices, environmental responsibility, and transparency, partnering with suppliers who meet high sustainability standards to create long-term value and support a sustainable global economy.

Key Components:

- Assessment and Auditing:**
Identify gaps and areas for improvement, ensuring that suppliers meet both regulatory standards and our internal sustainability benchmarks.
- Monitoring and Reporting:**
Implement robust monitoring systems to track supplier performance on metrics related to environmental impact, labor practices, and sourcing sustainability.
- Implementation of Best Practices:**
Integrate best practices for sustainable procurement across all categories, from sourcing to supply chain management.
- Employee Training and Engagement:**
Encourage a culture of responsibility and accountability among employees to support our sustainability objectives and enhance procurement practices.
- Stakeholder Collaboration:**
Collaborate with suppliers, customers, and other stakeholders to promote and achieve shared sustainability goals.
- Continuous Improvement:**
Regularly review and update sustainable procurement policies to reflect evolving regulations, best practices, and industry advancements.

Goals and Commitments: (Baseline Year: 2022)

-  **Customer Health & Safety:** Ensure safe, transparent, eco-friendly products with full compliance to global textile safety standards.
-  **Sustainable Sourcing:** Prioritize sustainable materials and train procurement staff to achieve 50% sustainable sourcing by 2030.
-  **Supply Chain Management:** Strengthen supplier partnerships, assess risks, and ensure 100% compliance with sustainability standards.
-  **Sustainable Procurement – Environmental Issues:** Require environmental certifications and assess product lifecycle impacts.
-  **Sustainable Procurement – Labour & Human Rights:** Enforce labour and human rights standards through codes of conduct, training, and audits.

Consequences of Violations of Sustainable Procurement Polices:

- **Corrective Plans & Monitoring:** Formal action plans with set timelines; increased oversight to ensure compliance.
- **Financial Penalties:** Fines or withholding payments for non-compliance.
- **Contractual Actions:** Contract termination or suspension of procurement until compliance is achieved.
- **Legal & Regulatory Measures:** Legal action or regulatory fines for serious breaches.
- **Transparency:** Public disclosure of violations and corrective measures.
- **Supplier Oversight:** Increased audits and suspension of non-compliant suppliers.
- **Policy Improvement:** Regular updates to procurement policies and system enhancements.

Review Mechanism

Meridian Global Ventures Pvt. Ltd.’s Sustainable Procurement Policy is reviewed biennially by the Chief Procurement Officer, who evaluates procurement practices, supplier performance, and policy compliance. Findings guide corrective actions to ensure continuous improvement and alignment with sustainable development goals.

SUSTAINABLE PROCUREMENT AND SUPPLIER MANAGEMENT FRAMEWORK

GRI 204

Supplier Sustainability Code of Conduct

Meridian Global Ventures Pvt. Ltd. has established a Supplier Sustainability Code of Conduct (Revision No. 02, Effective Date: 27 August 2024) to set clear expectations for ethical, social, and environmental responsibility across its supply chain. This Code applies to all suppliers, subcontractors, and stakeholders at operational sites including Tulip Creation, Tulip Impex, and Meridian International.

The Code covers key areas:

- **Ethical Governance:** Upholding integrity, fair competition, and compliance with laws, with zero tolerance for corruption or bribery.
- **Environmental Responsibility:** Minimising environmental impact through waste reduction, emission controls, sustainable resource use, and safe chemical handling.
- **Labour Standards:** Respecting human rights, prohibiting forced or child labour, ensuring fair wages, safe working conditions, and promoting diversity and equal opportunity.
- **Health & Safety:** Maintaining safe workplaces, emergency preparedness, and employee safety training.
- **Transparency:** Maintaining accurate records, cooperating with audits, and ensuring responsible sourcing.
- **Information Security:** Protecting sensitive information through robust cybersecurity measures.
- **Reporting & Remediation:** Providing mechanisms to report concerns, safeguarding whistleblowers, and implementing corrective actions for violations.

Suppliers formally acknowledge and commit to these principles, reinforcing Meridian's vision of a sustainable and responsible supply chain.

Embedding Sustainability into Supplier Agreements:

At Meridian Global Ventures Pvt. Ltd., sustainability is embedded in supplier agreements through specific contractual clauses designed to uphold environmental, social, and ethical standards. These clauses are aligned with the principles set out in the company's Supplier Sustainability Code of Conduct and extend beyond the core contractual obligations to ensure responsible sourcing and risk management.

Supplier agreements include requirements for compliance with applicable laws, adherence to environmental management practices, labour and human rights standards, and ethical business conduct. They also require suppliers to maintain transparency about their operations, cooperate with audits, and adopt measures to mitigate potential adverse sustainability impacts.

These contractual provisions formalise Meridian's expectations, ensuring that sustainability commitments are integrated into the supply chain and fostering accountability, transparency, and mutual responsibility for sustainable development.

Supply Chain Risk Assessment and Due Diligence:

Meridian Global Ventures Pvt. Ltd. maintains a structured process to identify and address significant risks of adverse sustainability impacts within its supply chain. This process assesses potential and actual effects on individuals, workers, communities, and the environment, considering factors such as human rights, labour conditions, anti-corruption, and consumer interests.

The company engages with stakeholders, suppliers, and rights-holders to collect relevant sustainability information and ensure a comprehensive understanding of supply chain risks. Risks are analysed in terms of their severity and likelihood, enabling prioritisation of areas requiring focused action.

This due diligence process incorporates regular supplier assessments, environmental and social impact evaluations, and transparency requirements. The results inform strategic decisions, guiding mitigation measures, supplier engagement, and contractual provisions to foster responsible sourcing and sustainable business practices.

SUSTAINABLE PROCUREMENT AND SUPPLIER MANAGEMENT FRAMEWORK

GRI 204

Supplier Audits and Performance Verification:

Meridian Global Ventures Pvt. Ltd. conducts systematic assessments and audits of suppliers to verify the implementation of sustainability measures and ensure that potential adverse impacts are prevented or addressed. These evaluations are based on a structured questionnaire covering environmental, social, and governance performance, in line with the company's Supplier Sustainability Code of Conduct.

The process examines compliance with labour standards, human rights, health and safety regulations, anti-corruption measures, and environmental responsibilities. It includes document reviews, site visits, and interviews with supplier representatives to validate their practices.

Findings from these audits are documented and communicated to suppliers, with corrective action plans developed where necessary. This approach strengthens supply chain transparency, fosters continuous improvement, and reinforces Meridian Global Ventures Pvt. Ltd.'s commitment to responsible and sustainable procurement.

- Meridian Global Ventures Pvt. Ltd. has implemented a structured process for conducting both announced and unannounced on-site audits of its suppliers to ensure compliance with the company's sustainability commitments and the Supplier Sustainability Code of Conduct. These audits form a key part of the company's due diligence system and are designed to verify that suppliers adhere to agreed social, environmental, and governance standards.

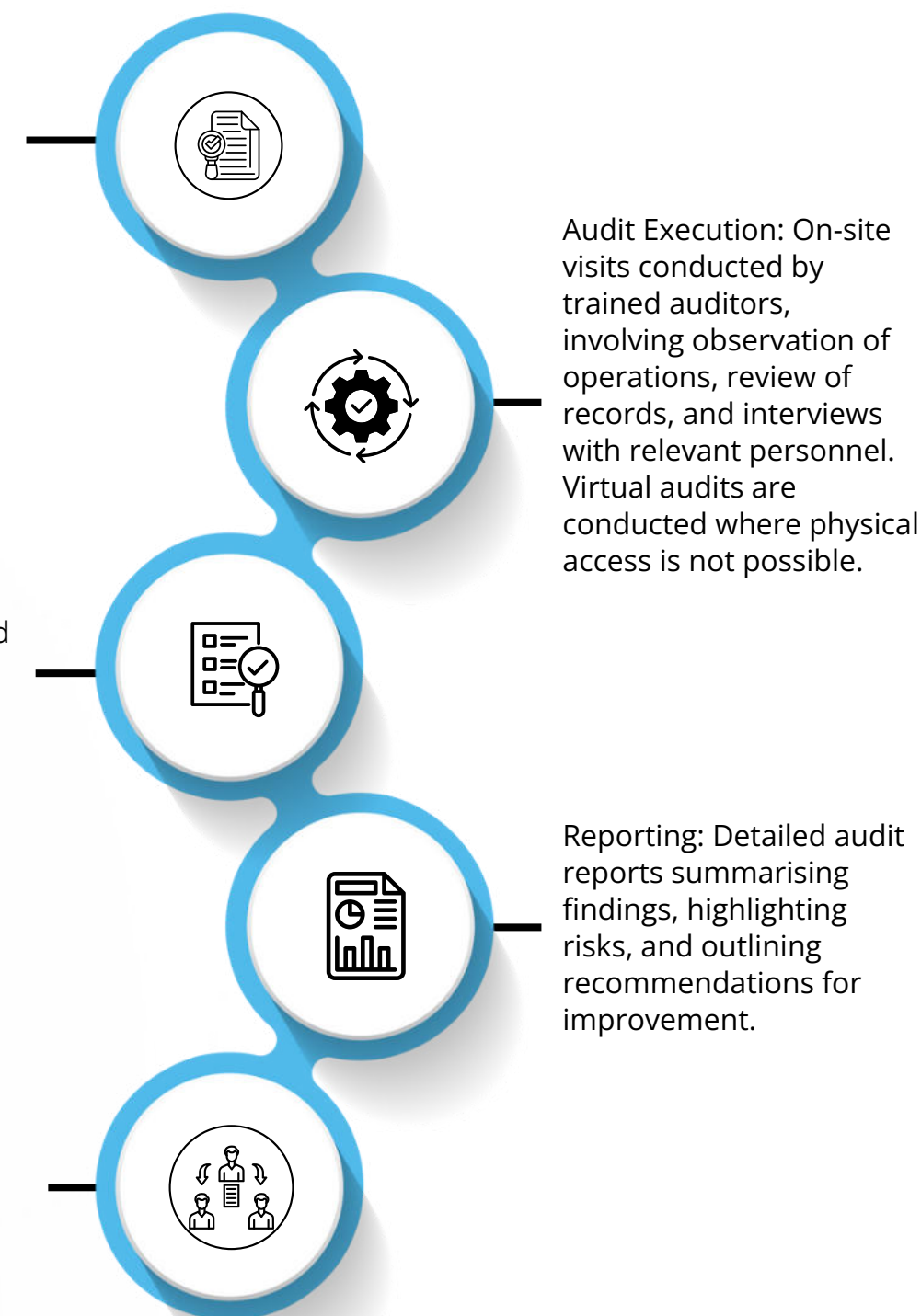
The process includes:

Pre-audit Preparation: Review of supplier documentation, risk assessments, and previous audit reports to determine the scope and focus areas.

Evaluation: Identification of non-conformances and assessment of whether corrective actions have been implemented from prior audits.

Follow-up: Suppliers are required to implement corrective action plans within agreed timelines, with progress monitored through subsequent audits.

This on-site audit mechanism strengthens transparency, accountability, and continuous improvement in the supply chain, ensuring that suppliers actively contribute to Meridian Global Ventures Pvt. Ltd.'s environmental and social objectives.



SUSTAINABLE PROCUREMENT AND SUPPLIER MANAGEMENT FRAMEWORK

GRI 204

Supplier Capacity Building for Sustainability

Meridian Global Ventures Pvt. Ltd. actively engages in capacity-building initiatives to support suppliers in improving their sustainability performance and preventing or mitigating adverse impacts. These initiatives are designed to strengthen supplier capabilities across environmental, social, and governance dimensions. Capacity-building measures include in-person training sessions, participation in third-party training programmes, upgrading facilities, enhancing management systems, and sharing best practices. The company also facilitates workshops and provides resource materials to ensure suppliers understand compliance requirements and sustainability expectations. These efforts foster stronger partnerships, encourage continuous improvement, and build supplier resilience, thereby enhancing the overall sustainability of Meridian Global Ventures Pvt. Ltd.'s supply chain.

Training Procurement Teams on Responsible Sourcing:

Meridian Global Ventures Pvt. Ltd. implements targeted training programmes for its procurement professionals to strengthen their

understanding of sustainable purchasing and the social and environmental risks within the supply chain. These training sessions cover topics such as sustainability standards, responsible sourcing practices, risk mitigation strategies, and compliance requirements. Procurement teams are equipped with tools to evaluate suppliers, integrate sustainability criteria into procurement decisions, and ensure adherence to the company's Supplier Sustainability Code of Conduct. Through such capacity-building efforts, Meridian Global Ventures Pvt. Ltd. ensures that its purchasing decisions contribute to ethical supply chain practices and long-term sustainability objectives.

Supplier Recognition and Sustainability Incentives:

Meridian Global Ventures Pvt. Ltd. has established mechanisms to recognise and reward suppliers that excel in sustainability performance and effectively prevent or mitigate adverse impacts. These measures are designed to encourage continuous improvement and strengthen responsible supply chain practices. The company conducts regular performance evaluations based on sustainability criteria, including compliance with labour standards,

environmental stewardship, and adherence to ethical business practices. High-performing suppliers may be offered benefits such as supplier awards, inclusion in preferred supplier programmes, or priority access to Requests for Proposals (RFPs). This approach fosters a culture of accountability and collaboration, motivating suppliers to innovate and enhance their sustainability performance in alignment with Meridian Global Ventures Pvt. Ltd.'s procurement goals.

Worker Voice and Grievance Mechanisms in Supply Chain:

Meridian Global Ventures Pvt. Ltd. is committed to ensuring that workers within its supply chain have accessible and confidential channels to voice concerns and provide feedback. This commitment forms part of the company's broader approach to monitoring and mitigating adverse sustainability impacts.

The company supports anonymous worker surveys, conducted via text messages, phone calls, or proprietary applications, to gather insights directly from supplier workers. These surveys help identify potential issues related to working conditions, labour rights, and environmental impacts.

In addition, an active grievance mechanism is maintained, accessible to relevant rights-holders including supplier workers, local communities, and other stakeholders. This mechanism ensures concerns are recorded, assessed, and addressed in a timely and transparent manner.

By integrating worker voice and grievance processes, Meridian Global Ventures Pvt. Ltd. fosters accountability, strengthens stakeholder engagement, and promotes continuous improvement within its supply chain.

INCLUSIVE SOURCING AND SUPPLIER WORKFORCE EQUITY

GRI 204, GRI 408, GRI 409

Meridian Global Ventures Pvt. Ltd. integrates inclusive sourcing principles into its procurement processes to ensure fairness, diversity, and equal opportunities within the supply chain. This includes operational measures to prevent discrimination and apply selection criteria that give equal consideration to both local and global suppliers. The company actively promotes supplier diversity and fair competition to foster sustainable and equitable sourcing practices.

Inclusive Sourcing Strategy:

Meridian Global Ventures Pvt. Ltd. integrates inclusive sourcing principles into procurement processes to ensure fairness, diversity, and equal opportunities within the supply chain. Operational measures are designed to prevent discrimination and ensure that supplier selection is merit-based, giving equal consideration to both local and global suppliers.

Key Measures:

- Establishing transparent supplier selection criteria reflecting inclusive sourcing objectives.
- Regularly reviewing procurement practices to eliminate potential biases.
- Encouraging engagement with diverse suppliers, including small, minority-owned, and local businesses.
- Tracking and reporting supplier diversity metrics to ensure continuous improvement.

These initiatives foster equitable opportunities, strengthen supplier relationships, and support sustainable and ethical business practices.

Workforce Equality and Inclusive Supplier Practices:

Meridian Global Ventures Pvt. Ltd. is committed to preventing discrimination and harassment within the workforce and operations of its suppliers. This commitment is embedded in the company's supplier engagement and monitoring processes to uphold ethical and equitable workplace practices throughout the supply chain.

Key measures include:

	Providing training programs for suppliers on anti-discrimination and harassment prevention.
	Monitoring the implementation of anti-discrimination actions in supplier operations.
	Tracking and investigating discrimination cases reported within supplier workforces.
	Ensuring suppliers obtain certification in anti-discrimination standards where applicable.
	Linking procurement and supplier management performance evaluations to anti-discrimination objectives.

These initiatives strengthen workplace fairness, enhance supplier accountability, and align supplier operations with Meridian's commitment to sustainable and ethical sourcing.

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Greenhouse Gas (GHG) (Carbon Footprint or intensity)								
Scope 1 GHG (tCO2eq)	3.92	3.89/4.09	3.80/5.18	3.0/	4.33	4.23/4.45	4.0/3.85	3.3/
Scope 2 GHG (tCO2eq)	48.56	48.20/49.65	46.67/53.78	38.36/	64.74	63.22/66.20	62.34/68.72	51.14/
Scope 3 GHG (tCO2eq)	1,128.72	1085/1353.86	1020/1353.03	869.11/	1,579.47	1575/1804.93	1520/1782.33	1216.19/
Scope 3 Downstream GHG Emission (tCO2eq)	8.03	8.00/9.64	07.57/8.57	6.90/	10.71	10.52/12.85	10.37/12.32	9.6/
Scope 3 Upstream GHG Emission (tCO2eq)	1.06	1.01/1.28	0.98/1.28	0.80/	1.49	1.32/1.70	1.12/1.70	0.90/
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr))	2.1	2.1/2.21	2.24/2.28	2.9/	2.25	2.25/2.25	2.24/2.28	2.10/
People Trained on GHG (Manhours)	50 hrs	55/60 hrs	65 hrs/ 65 hrs	100 hrs/	50 hrs	55/60 hrs	60hrs/65hrs	75 hrs /

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Environmental Risk Assessment								
% of operational site assessed on specific environmental risks	100%	100%/100%	100%/100%	100%/	100 %	100 %/100%	100 %/100%	100 %/100%
Energy								
Total energy consumption (in KWH)	67,910	65281.68/69,441	63252.79/75,219	59760.8/	90,547	89281.68/92,589	87252.79/96,116	79681.36/
Energy Intensity (KWH/Revenue (in Cr.))	2945.23	29800/3073.44	29000/3054.32	29000/	2945.23	29800/3073.44	29500/3054.32	29000/
Total renewable energy consumption (in KWH)	NIL	NIL	NIL	6,000	NIL	NIL	NIL	6,000
Renewable Energy against Total Energy (%)	NIL	NIL	NIL	25%/	NIL	NIL	NIL	30%/
People Trained on Energy Efficiency (Manhours)	45 hrs/	50 hrs/60 hrs	60 hrs/65 hrs	80hrs/	40 hrs	48/60 hrs	50 hrs/65hrs	80 hrs/

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Water								
Total Water consumption (in Cubic Meter /Year)	28	27/30	25/28	19.6	8	7.98/9	7.56/8	5.6
Total Water recycled and reused (in Cubic Meter/ Year)	18	62/ 24	63/32	40/	60	62/70	63/75	70/
Total Rain Water Harvested (in Kilo Litres / Year)	NIL	NIL	5/4	30/	NIL	NIL	5/4	30/
Total water consumption per employee (in Litres / Employee / Day)	18.9 Ltr	18.5/17.2 Ltr	18.0/17.1 Ltr	15 Ltr	18.9 Ltr	18.5/17.2 Ltr	18.0 Ltr/17.1 Ltr	15 Ltr
Total Water Treated (In % of Total Water Consumption)	35%	70%/75%	100%/100%	80%	35%	70%/75%	100%/100%	100%

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Water								
Water Intensity (Water consumed / Revenue (in Cr.))	0.26	0.26/0.29	0.25/0.25	0.2	0.26	0.26/0.29	0.25/0.25	0.2
People Trained on Water Efficiency (Manhours)	20 hrs	30 hrs/35 hrs	45 hrs/47 hrs	100 hrs	20hrs	30hrs /34hrs	45hrs/45hrs	70hrs/
Air Pollution								
SOx (Micro /m3) (Limit /Result)	≤80/25.6	≤80/24.4	≤80/20.1	≤80	≤ 80/ 29.6	≤ 80/27.5	≤ 80/24.4	≤80
NOx (Micro /m3) (Limit /Result)	≤80/30.3	≤80/29.7	≤80/25.5	≤80	≤80/30.3	≤80/29.7	≤80/25.5	≤80
PM10 (mg/M3) (Limit /Result)	≤100/54	≤100/66	≤100/70	≤100	≤100/ 54	≤100/66	≤100/70	≤100
PM2.5 (mg/M3) (Limit /Result)	≤60/18	≤60/023	≤60/025	≤60	≤60/18	≤60/023	≤60/025	≤60

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Air Pollution								
Ammonia (mg/M3) (Limit /Result)	≤400/11.47	≤400/11.3	≤400/10.90	≤400	≤400 /11.47	≤400 / 11.3	≤400 / 10.90	≤400
Lead (mg/M3) (Actual /Limit)	BDL/≤1.0	BDL/≤1.0	BDL/≤1.0	/1.0	BDL /≤1.0	BDL/≤1.0	BDL/≤1.0	/1.0
Ozone (mg/M3) (Actual /Limit)	15.2/≤180	16.1/≤180	11.3/≤180	/≤180	16.2/≤180	17.5/ ≤180	17.7/≤180	/≤180
Light								
Cases of Non-Compliance of IS – 3646 Standard Part – III	0	0	0/0	0	0	0 / 0	0 / 0	0
Noise								
Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	64.37/75	64.13/75	63.54/75	/75	65.38/75	64.73/75	63.54/75	/75

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Noise								
Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	59.69/70	60.27/75	50.10/70	/70	59.89/70	60.27/70	60.35/70	/70
Biodiversity Conservation								
Number of native species supported	5	7/6	10/07	10/	5	7/6	10/9	10 /
% of total workforce received training on Biodiversity conservation	50%	60%/60%	100%/100%	100%	50%	60%/60%	70%/75%	100% /
% of total department covered in Internal risk assessment Biodiversity	100%	100%/100%	100%/100%	100%/	100%	100%/100%	100%/100%	100%
land dedicated to biodiversity conservation (acres)	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Biodiversity Conservation								
Number of Awareness session conducted on Biodiversity conservation	1	1/1	1/3	3/	1	1/1	1/1	3/
Complaints received on Biodiversity	0	0/0	0/0	0/0	0	0 / 0	0 / 0	0/
Waste Generation								
Total Waste Generated (in Metric Tonnes)	6	9/7	8/6	5.1/	9	9/10	8/9	7.65/
Total Hazardous Waste Generation (in Metric Tonnes)	1.90	1.78/1.80	1.57/1.90	1/	0	0/0	0/0	0/
Total non-Hazardous Waste Generation (in Metric Tonnes)	4.1	4.01/5.2	3.90/4.1	3.6	9	9/10	8/9	7.65

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Waste Generation								
% of total waste from company operations diverted from landfills	98%	98%/99%	99%/99%	100%	98 %	99 %/99%	99 %/99%	100%
WEEE Generated (in Metric Tonnes)	1	1/1	1/0.3	1	1	1/1	1/1	1
Total Waste Water recycled in a year (in Metric Tonnes)	40%	70%/75%	100%/100%	100%	35%	70%/70%	100%/100%	100%
Reporting on Product End of Life Treatment	0	1/0	5/5	8	0	1/0	5/5	8
Total weight of waste recovered (Tonne/year)	0	10/06	12/09	18	0	10/5	12/4	4

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Product use and product End of Life								
Percentage of products designed using sustainable or recycled materials.	100%	100%/100%	100%/100%	100%	100 %	100 % /100%	100 % /100%	100%
The percentage of products returned by customers compared to the total number of products sold	0.7%	0.78%/0.60%	0.72%/0.52%	0.20%	0.80%	0.78%/0.60%	0.72%/0.60%	0.20%
The percentage of customers who are aware of and participate in the company's recycling programs.	92%	90%/90%	95%/93%	100%	90%	90%/90%	95%/96%	100%
Reporting on Product End of Life Treatmen	0	0/0	0/0	1	0	0/0	0/0	1
% of saving from efficient product design	0	1/1	2/2	5	0	1/1	2/2	5

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Sustainable Consumption								
% of customers covered in awareness session on disposal of product after use	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
% of company's customer base has actively engaged in sustainable consumption practices	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
% of Employees Trained Sustainable Sourcing of Raw material	35%	40%/50%	55%/60%	100%	35%	50%/50%	60%/60%	90%
% of Sustainable Sourcing of Raw material	50%	60%/50%	70%/65%	95%	45%	70% /60%	85% /85%	95%

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation				
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	
Sustainable Sourcing									
Buyers training on Sustainable Procurement(manhours)	55	100/95	120/120	300	50	100/89	100/100	120/	
% of supplier Engage in Capacity building	15%	25%/25%	40%/40%	70%	13%	25%/ 25%	40%/40%	70%/	
Environmental Certificate									
Percentage of operational sites with an environmental certification, such as ISO 14001	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%	
Percentage of operational sites with an environmental certification, such as ISO 50001	0%	0%	0%	0%	0%	0%	0%	100%	

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Environmental service and advocacy								
% Customers Participating in product related Training Programs	50%	70%/70%	100%/100%	100%/	50%	70%/70%	100%/100%	100%/
Number of environmental service and advocacy events organized	5	5/5	8/8	10/	5	5/5	8/8	10/

KEY PERFORMANCE INDICATORS (KPIs)

Environmental KPI								
KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Environmental service and advocacy								
% of participants in our environmental education programs reported an increase in their understanding of sustainable practices	5%	10%/9%	20%/19%	40%	5%	10%/10%	20%/20%	40%
% of used products collected for recycling were successfully processed and recycled	0%	5%/3%	10%/10%	30%	0%	5%/1%	10%/10%	30%
Training								
% of total workforce received training on environmental issues	15.30%	25%/30%	40%/40%	100%	13.33%	14%/14.60%	15%/15%	95%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Employment								
Child Labour (%)	0/0	0/0	0/0	0	0/0	0/0	0/0	0
Force Labour (%)	0/0	0/0	0/0	0	0/0	0/0	0/0	0
Human Trafficking (%)	0/0	0/0	0/0	0	0/0	0/0	0/0	0
Attrition Ratio (%)	7%	7%/6%	5%/4%	2%	8%	6%/7%	5%/6%	2%
Total Training Hours of employees	3520 hrs	4015 hrs/ 4120 hrs	4150 hrs/4500 hrs	4600 hrs	4540 hrs	5010 hrs / 5050 hrs	5150 hrs/5150 hrs	6000 hrs

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Employment								
Total Training Hours per employee	32.12	38.11/36.41	38.14/40.12	50/	33.62	37.11/37.40	38.14/40.12	50/
Average Salary above Minimum Wages (INR)	14,000	15,000/15,000	17,000/17,000	20,500	14,000	15,000/15000	17,000 /17000	20,500
Pay ratio between the highest-paid person and the median employee (%)	5:1	5:1	4:1	2:1	6:1	6:1	5:1	3:1
Employees Above Living wage rules	100%	100%/100%	100%/100%	100%	100 %	100%/100%	100%/100%	100%
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100%	100%/100%	100%/100%	100%	100 %	100%/100%	100%/100%	100%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Employment								
Hiring of Local People (%)	35%	36%/39%	37%/40%	40%	34%	36%/37%	37%/39%	40%
Hiring of People with Disability (%)	1%	5%/2%	5%/3%	6%	1%	5%/3%	5%/4%	6%
Hiring of Vulnerable / Marginalized People at Top Management level (%)	0%	2%/1%	2%/1%	3%	0%	2%/1%	2%/1%	3%
Hiring of Vulnerable / Marginalized People in company (%)	0%	6.0%/4%	7.5%/6.0%	8%	0%	6.0%/4%	7.0%/6.0%	8%
% of your employees with disabilities feel included and supported in the workplace?	0%	0%/0%	0.45%/0.45%	0.5%	0%	0%/0%	0.45%/0.45%	0.5%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Employment								
% of Highest Paid vs. Median Compensation	0%	5%/1%	5%/3%	5%	0%	5%/1%	5%/3%	5%
Health & Safety Incidents / Accidents								
Lost time injury (LTI) frequency rate for direct workforce	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0
Lost time injury (LTI) frequency rate for Subcontractor's Workers	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0
Lost time Severity (LTI) frequency rate for Employees	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI								
KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Health & Safety Incidents / Accidents								
Lost time Severity (LTI) frequency rate for Subcontractor's Workers	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0
# of Work-related Incidents	0	0/0	0/0	0/0	0	0/0	0/0	0
# of Fatal Incidents	0	0/0	0/0	0/0	0	0/0	0/0	0
Number of days lost to work-related injuries, fatalities and ill health	0	0/0	0/0	0/0	0	0/0	0/0	0
% of operational sites an employee health & safety risk assessment has been conducted	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Health & Safety Incidents / Accidents								
% of the total workforce across all locations represented in formal joint management-worker health & safety committees	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
People Trained on Health & Safety (in Manhours)	1102 hr	1100hrs/1120 hr	1250 hrs/1200 hr	1500 hr	1608hr	1800hrs/1700 hr	1900hrs/1895 hr	2200hr
Human Rights								
% of direct employees covered by a living wage benchmarking analysis	100%	100%/100%	100%/100%	100%	100%	100% /100%	100% /100%	100%
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	0%	0%/0%	0%/0%	0%	0%	0% /0%	0% /0%	0%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Human Rights								
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0%	0%/0%	0%/0%	0%	0%	0% /0%	0% /0%	0%
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	100%	100%/100%	100%/100%	100%	100 %	100 %/100%	100 %/100%	100 %
% of the total workforce covered by formally-elected employee representatives	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
% of the total workforce across all locations who received regular performance and career development reviews	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Human Rights								
# of Complaints reported on Child Labour / Human Trafficking	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Sexual Harassment	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Discrimination (Internal)	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Discrimination by Suppliers	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Discrimination by Customers	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Discrimination by Other Stakeholders	0	0/0	0/0	0	0	0/0	0/0	0

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Human Rights								
# of Complaints reported on Data Privacy / Security (Internal)	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Data Privacy / Security by Suppliers	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Data Privacy / Security by Customers	0	0/0	0/0	0	0	0/0	0/0	0
# of Complaints reported on Data Privacy / Security by Other Stakeholders	0	0/0	0/0	0	0	0/0	0/0	0

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Human Rights								
% of operational sites assessed for human rights risks	100%	100%/100%	100%/100%	100%	100 %	100 % /100%	100 % /100%	100 %
% 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 % /100%	100 % /100%	100 %
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100%	100%/100%	100%/100%	100%	100 %	100 % /100%	100 % /100%	100 %
People Trained on Human Rights (Manhours)	1336 hrs	1200 hrs/1235 hrs	1300 hrs/1321 hrs	1700 hrs	1608hrs	1800hrs/1700 hrs	900hrs/1750hrs	2100hrs

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Career Management & Training								
% of the total workforce across all locations who received career- or skills-related training	100%	100%/100%	100%/100%	100%	100 %	100 % /100%	100 % /100%	100 %
People Trained on overall Career Management and Skill Development\ (Manhours)	950 hrs	970 hrs/970hrs	1100 hrs/1110 hrs	1200 hrs	1500hrs	1700hrs/1600	1800hrs	2000hrs
Awareness Session conducted on Career Management	04	06/05	08/06	10	03	05/04	07/05	12
Gender Equality								
Gender balance at Worker level (Women to Men %)	24%	25%/19%	25%/19%	30%	25%	15%/20%	10%/10%	5%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Gender Equality								
Gender balance at Executive level (Women to Men %)	9%	10%/10%	10%/10%	10%	15%	10%/10%	10%/10%	10%
Gender balance at Top / Key Manager level (Women to Men %)	5%	6%/5%	10%/10%	10%	5%	7%/5%	10%/7%	10%
Gender balance of Employees in whole organization (Women to Men %)	1%	4%/2%	10%/6%	10%	1%	4%/2%	10%/6%	18%
Gender balance of total workforce (Women to Men %)	1%	4%/2%	8%/8%	10%	45%	32%/38%	30%/36%	30%
Gender balance at organization board (Women to Men %)	20%	20%/20%	27%/20%	28%	20%	29%/30%	35%/37%	50%

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Gender Equality								
Average unadjusted gender pay gap (Woman to man %)	0	0/0	0/0	0	0	0/0	0/0	0
People Trained on Gender Equality (Manhours)	750 hrs	800 hrs/700 hrs	900 hrs/850 hrs	1200 hrs	1000hrs	1300hrs/1200hrs	1400hrs/1390hrs	1500hrs
% of the total workforce trained on diversity, discrimination and/or harassment	50%	70%/55%	100%/76%	100%	50%	70%/55%	100%/65%	100%
Working Conditions								
# of Hours Worked (Manhours)	110000 hrs	120000 hrs/132541 hrs	131000/130241 hrs	-	220000 hrs	230000 hrs/ 232572 hrs	235000 hrs/237541hrs	35000 hrs

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI								
KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Working Conditions								
% of your plants and offices that were assessed	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
Incident of non-potable drinking water identification	0	0/0	0/0	0	0	0/0	0/0	0
% of the total workforce trained on Diversity, Equity & Inclusion	50%	60%	60%	90%	50%	60%	60%	90%
% employees covered in awareness program	100%	100%/100%	100%/100%	100%	100%	100% /100%	100% /100%	100%
Incident of non-compliance of working conditions principles	0	0/0	0/0	0	0	0/0	0/0	0

KEY PERFORMANCE INDICATORS (KPIs)

Social KPI

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Certification								
Percentage of operational facilities that are certified ISO 45001 (%)	0	0/0	0/0	100%	0	0/0	0/0	0
Percentage of operational facilities that are certified SA8000 (%)	0%	0%/0%	0%/0%	100%	0%	0%/0%	0%/0%	0%
SMETA Certification	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
Corporate Social Responsibility								
Amount Spent on CSR (Lakh)	22	40/35	50/40	70	30	50/50	60/60	70

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Anti-Corruption & Bribery								
Number of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Percentage of Trading Partners Covered by Due Diligence on Corruption (%)	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
People Trained on Anti-Corruption & Bribery (in Manhours)	110 hrs	210 hrs/200 hrs	212 hrs/300hrs	450hrs	135hrs	300hrs/350 hrs	400hrs/420hRS	550hrs
Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%)	0	0/0	0/0	100%	0	0/0	0/0	0

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Information Management								
Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	0	0/0	0/0	100%	0	0/0	0/0	100%
Data Breach Incidents	0	0/0	0/0	0	0	0/0	0/0	0
Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
Data Retention Compliance	100%	100%/100%	100%/100%	100%	100%	100%/100%	100%/100%	100%
User Complaints	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Value Chain								
Suppliers evaluated for ESG Performance (in %)	50%	100%/80%	100%/82%	100%/	50%	100%/75%	100%/85%	100 %/
Suppliers evaluated for ESG Reporting (Onsite) (in %)	50%	100%/75%	100%/85%	100%	50%	100%/75%	100%/80%	100 %/
Suppliers evaluated for CSR Assessment (in %)	NIL	20%/35%	40%/45%	100%	NIL	20%/25 %	30%/40%	100 %
Average Number of Non-Conformities Found per supplier	0	0/0	0/0	0	0	0/0	0/0	0
Avg Number of Corrective Actions taken / Supplier (in %)	0	0/0	NA	NA	0	0/0	NA	NA

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Value Chain								
Suppliers in Agreement with company Policies (in %)	100 %/	100 %/100 %	100 %/100 %	100 %	100 %	100%/100%	100%/100%	100 %
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	100 %	100 %/100 %	100 %/100 %	100 %	100 %	100%/100%	100%/100%	100 %
Integration of sustainability clauses in supplier contracts	100%	100%/65%	100%/74%	100%	100%	100%/65%	100%/75%	100 %
Avg Number of Non-Conformities Found per supplier	0	0/0	0/0	0	0	0/0	0/0	0
Anti-Competitive Practice								
Incident of Deceptive Advertising:	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
% departments covered under Risk Assessment Internal Audit	100%	100 %/100 %	100 %/100 %	100%	100 %	100%/100%	100%/100%	100 %

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Ethics								
Percentage of total workforce trained on business ethics issues (%)	100%	100 %/100 %	100 %/100 %	100%	100 %	100%/100%	100%/100%	100 %
Employee feedback on ethics training (satisfaction rate)	100%	100 %/100 %	100 %/100 %	100 %	100%	100%/100%	100%/100%	100%
% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	100%	100 %/100 %	100 %/100 %	100%	100 %	100%/100%	100%/100%	100 %
Number of whistleblower reports received	NIL	NIL/NIL	NIL/NIL	NIL	NIL	NIL/NIL	NIL/NIL	NIL

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Customer Health and Safety								
# complaints related to use of products	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0
Conduct Customer safety training sessions of Customers	75%	100%/78%	100%/80%	100%/	65%	100%/75%	100%/85%	100%/
Social Dialogue								
Customer Participation Rate in Sustainability Session / Meeting	65%	100%/67%	100%/75%	100%/	65%	100%/75%	100 %/90%	100 %/
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	70%	100%/70%	100%/82%	100%	65%	100%/75%	100 %/85%	100 %

KEY PERFORMANCE INDICATORS (KPIs)

Governance KP

KPI	Meridian International				Tulip Creation			
	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target	2022 (Target)/ (Actual)	2023 (Target)/ (Actual)	2024 (Target)/ (Actual)	Target
Social Dialogue								
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	100%	100%	100 %/100 %	100 %/100 %	100%	100%	100%/100%	100%
Complaints registered on the violation of Collective Bargaining Agreement	0	0/0	0/0	0/	0	0/0	0/0	0 /

CERTIFICATIONS COVERAGE & EXTERNAL ASSURANCE

GRI 2-5 | GRI 2-27 | GRI 3-3 | GRI 102-56

Meridian Global Ventures Pvt. Ltd. holds ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO 45001 (Occupational Health and Safety Management System) certifications, ensuring compliance with international standards across all operational sites. These certifications comprehensively cover the company's facilities and workforce, reinforcing a unified commitment to quality excellence, environmental stewardship, and workplace safety throughout its operations.



ISO 9001:2015
Quality Management
Systems



ISO 45001:2018
Occupational Health &
Safety Management
Systems



ISO 14001:2015
Environmental
Management Systems



WRAP
Responsible
Production



**STANDARD
100**
OEKO TEX
Standard 100 -
sustainable material
certificate



GCL
Global Recycling
Standards

