MERIDIAN

ESG KPI ROADMAP UPTO 2030

MERIDIAN INTERNATIONAL

Meridian International recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

During the 2023 period, a materiality assessment was conducted based on Global Reporting Initiative (GRI) Principles to identify key sustainability priorities. Based on this assessment, the ESG KPI Roadmap is prepared, monitored and reported in accordance to the Global Reporting Initiative (GRI) Universal Standard 2021, ensuring a structured and transparent approach to measuring and reporting sustainability performance.

Environmental (E)

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

Social (S)

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

Governance (G)

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

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

RESPONSIBILITIES

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management. Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

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

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

Location

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

Sr. No.	Name	Address
1	Meridian International	Survey Number:365,KG Nagar,Pitchampalayam 641603 Tirupur, Tamilnadu India

"NOTE: As part of our commitment to transparency and continuous improvement, key performance data previously disclosed in ESG KPI Roadmap have been restated in this edition. Because the previously ESG KPI Roadmap contain information regarding all our group level location. So this time we have made ESG KPI Roadmap specific to our above mentioned site relaed."

PERIOD OF REVIEW

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

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

Our current review cycle is synchronized with our annual target completion deadlines, set for December 31, 2030, respectively, for the calendar year 2030. These deadlines serve as critical benchmarks for evaluating our year-long performance and strategic direction. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to maintain a trajectory of growth and success.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

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

Environmental KPIs in accordance to GRI

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

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

Social KPIs in accordance to GRI

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

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

Governance KPIs in accordance to GRI:

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

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

2) Green House Gas Protocol

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

ESG Area	2022 Baseline	2023 Performance (Target/Actual)	2024 Performance (Target/Actual)	2025 Performance (Target/Actual) (Jan to Jul)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO$_2$eq) 3.92	Scope 1 GHG (tCO2eq) 3.89/4.09	Scope 1 GHG (tCO2eq) 3.80/5.18	Scope 1 GHG (tCO2eq) 3.60/3.21	Scope 1 GHG (tCO2eq) 22% Reduction(Target) 3.0/	
	Scope 2 GHG (tCO2eq) 48.56	Scope 2 GHG (tCO2eq) 48.20/49.65	Scope 2 GHG (tCO2eq) 46.67/53.78	Scope 2 GHG (tCO2eq) 44.23/24.88	Scope 2 GHG (tCO2eq) 21% Reduction(Target) 38.36/	
	Scope 3 GHG (tCO2eq) 1,128.72	Scope 3 GHG (tCO2eq) 1085/1353.86	Scope 3 GHG (tCO2eq) 1020/1353.03	Scope 3 GHG (tCO2eq) 902/653.77	Scope 3 GHG (tCO2eq) 23% Reduction(Target) 869.11/	**13 CLIMATE ACTION**
	Scope 3 Downstream GHG Emission (tCO2eq) 8.03	Scope 3 Downstream GHG Emission (tCO2eq) 8.00/9.64	Scope 3 Downstream GHG Emission (tCO2eq) 07.57/8.57	Scope 3 Downstream GHG Emission (tCO2eq) 06.57/3.56	Scope 3 Downstream GHG Emission (tCO2eq) (Target) 6.90/	
	Scope 3 Upstream GHG Emission (tCO2eq) 1.06	Scope 3 Upstream GHG Emission (tCO2eq) 1.01/1.28	Scope 3 Upstream GHG Emission (tCO2eq) 0.98/1.28	Scope 3 Upstream GHG Emission (tCO2eq) 0.91/0.94	Scope 3 Upstream GHG Emission (tCO2eq) (Target) 0.80/	

Environmental

	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr)) 2.1	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) 2.21/2.21	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr .)) 2.24/2.28	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr .)) 2.18/	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr .)) (Target) 2.9/
	People Trained on GHG (Manhours) 50 hrs	People Trained on GHG (Manhours) 55/60 hrs	# People Trained on GHG (Manhours) 65hrs/65hrs	# People Trained on GHG (Manhours) 70 hrs/75hrs	People Trained on GHG (Manhours) (Target) 100 hrs /
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 %/100%	% of operational sites assessed on specific environmental risks 100 %/100%	% of operational sites assessed on specific environmental risks 100 %/100%	% of operational sites assessed on specific environmental risks 100 %/
Environmental Complaints	# of Complaints 0	# of Complaints 0/0	# of Complaints 0/0	# of Complaints 0/	# of Complaints 0/
Energy	Total energy consumption (in KWH) 67,910	Total energy consumption (in KWH) 65281.68/69,441	Total energy consumption (in KWH) 63252.79/75,219	Total energy consumption (in KWH) 62257.2/34,712	Total energy consumption (in KWH) 25% Reduction 59760.8/
	Energy Intensity (KWH/Revenue (in Cr.) 2945.23	Energy Intensity (KWH/Revenue (in Cr.) 29800/3073.44	Energy Intensity (KWH/Revenue (in Cr.) 29500/3054.32	Energy Intensity (KWH/Revenue (in Cr.) 29500/	Energy Intensity (KWH/Revenue (in Cr.)(Target) 29000/

	Total renewable energy consumption (in KWH) **NIL**	Total renewable energy consumption (in KWH) **NIL**	Total renewable energy consumption (in KWH) **NIL**	Total renewable energy consumption (in KWH) **NIL**	Total renewable energy consumption (in KWH) **6,000**	
	Renewable Energy against Total Energy (%) **NIL**	Renewable Energy against Total Energy (%) **NIL**	Renewable Energy against Total Energy (%) **NIL**	Renewable Energy against Total Energy (%) **NIL**	Renewable Energy against Total Energy (%) **25%/**	
	People Trained on Energy Efficiency (Manhours) **45 hrs**	People Trained on Energy Efficiency (Manhours) **50/60 hrs**	People Trained on Energy Efficiency (Manhours) **60 hrs/65hrs**	People Trained on Energy Efficiency (Manhours) **60 hrs/70hrs**	People Trained on Energy Efficiency (Manhours) (Target) **80 hrs/**	
Water	Total Water consumption (in Cubic Meter /Year) **28**	Total Water consumption (in Cubic Meter /Year) **27/30**	Total Water consumption (in Cubic Meter /Year) **25/28**	Total Water consumption (in Cubic Meter/Year) **24/12**	Total Water consumption (in Cubic Meter / Year) (Target) 30% Reduction **19.6**	6 CLEAN WATER AND SANITATION
	Total Water recycled and reused (in Cubic Meter / Year) **18**	Total Water recycled and reused (in Cubic Meter / Year) **62/24**	Total Water recycled and reused (in Cubic Meter /Year) **63/32**	Total Water recycled and reused (in Cubic Meter / Year) **65/35**	Total Water recycled and reused (in Cubic Meter/ Year) (Target) **40/**	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target)	

Water	NIL	NIL	5/4	10/9	30/	
	Total water consumption per employee (in Litres / Employee / Day)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee) (Target)	**6 CLEAN WATER AND SANITATION**
	18.9 Ltr	18.5/17.2 Ltr	18.0 Ltr/17.1 Ltr	16.56 Ltr	15 Ltr	
	Total Water Treated (In % of Total Water Consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target)	
	35%	70%/75%	100%/100%	50%/100%	80%	
	Water Intensity (Water consumed / Revenue (in Cr.))	Water Intensity (Water consumed / Revenue (in Cr.)	Water Intensity (Water consumed / Revenue (in Cr.)	Water Intensity (Water consumed / Revenue (in Cr.)	Water Intensity (Water consumed / Revenue (in Cr.)	
	0.26	0.26/0.29	0.25/0.25	0.21/	0.2	
	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	
	20hrs	30hrs /35hrs	45hrs/47hrs	60hrs/55hrs	100hrs/	
Air Pollution	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	
	≤ 80/ 25.6	≤ 80/24.4	≤ 80/20.1	≤ 80/18.7	≤80 /	

	NOx (Micro /m3) (Limit /Result) ≤80/30.3	NOx (Micro /m3) (Limit /Result) ≤80/29.7	NOx (Micro /m3) (Limit /Result) ≤80/25.5	NOx (Micro /m3) (Limit /Result) ≤80/21.4	NOx (Micro /m3) (Limit /Result) ≤80
	PM_{10} (mg/M^3) (Limit /Result) ≤100/ 54	PM_{10} (mg/M^3) (Limit /Result) ≤100/66	PM_{10} (mg/M^3) (Limit /Result) ≤100/70	PM_{10} (mg/M^3) (Limit /Result) ≤100/72	PM_{10} (mg/M^3) (Limit /Result) ≤100
	PM2.5 (mg/M^3) (Limit /Result) ≤60/18	PM2.5 (mg/M^3) (Limit /Result) ≤60/023	PM2.5 (mg/M^3) (Limit /Result) ≤60/025	PM2.5 (mg/M^3) (Limit /Result) ≤60/026	PM2.5 (mg/M^3) (Limit /Result) ≤60
	Ammonia (mg/M^3) (Limit /Result) ≤400 /11.47	Ammonia (mg/M^3) (Limit /Result) ≤400 / 11.3	Ammonia (mg/M^3) (Limit /Result) ≤400 / 10.90	Ammonia (mg/M^3) (Limit /Result) ≤400 / 10.74	Ammonia (mg/M^3) (Limit /Result) ≤400
	Lead (mg/M^3) (Actual /Limit) BDL /≤1.0	Lead (mg/M^3) (Actual /Limit) BDL/≤1.0	Lead (mg/M^3) (Actual /Limit) BDL/≤1.0	Lead (mg/M^3) (Actual /Limit) BDL/≤1.0	Lead (mg/M^3) (Actual /Limit) /1.0
	Ozone (mg/M^3) (Actual /Limit) 15.2/≤180	Ozone (mg/M^3) (Actual /Limit) 16.1/ ≤180	Ozone (mg/M^3) (Actual /Limit) 11.3/≤180	Ozone (mg/M^3) (Actual /Limit) 10.1/≤180	Ozone (mg/M^3) (Actual /Limit) /≤180
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0

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Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **64.37**/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **64.13**/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **63.54**/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **52.12**/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /75
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **59.69**/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **60.27**/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **50.10**/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) **41.11**/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /70
Biodiversity Conservation	Number of native species supported 5	Number of native species supported 7/**6**	Number of native species supported 10/**07**	Number of native species supported 10/**9**	Number of native species supported (Target) 10 /
	% of total workforce received training on Biodiversity conservation 50%	% of total workforce received training on Biodiversity conservation 60%/**60%**	% of total workforce received training on Biodiversity conservation 100%/**100%**	% of total workforce received training on Biodiversity conservation 100%/**100%**	% of total workforce received training on Biodiversity conservation 100% /
	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%/**100%**	% of total department covered in Internal risk assessment Biodiversity 100%/**100%**	% of total department covered in Internal risk assessment Biodiversity 100%/**100%**	% of total department covered in Internal risk assessment Biodiversity 100% /

13 CLIMATE ACTION

	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	
	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1/1	Number of Awareness session conducted on Biodiversity conservation 1/3	Number of Awareness session conducted on Biodiversity conservation 1/2	Number of Awareness session conducted on Biodiversity conservation 3 /	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 /0	Complaints received on Biodiversity 0 /0	Complaints received on Biodiversity 0 /	
Waste Generation	Total Waste Generated (in Metric Tonnes) 6	Total Waste Generated (in Metric Tonnes) 9/7	Total Waste Generated (in Metric Tonnes) 8/6	Total Waste Generated (in Metric Tonnes) 8/3	Total Waste Generated (in Metric Tonnes) (Target) (15% Reduction) 5.1/	
	Total Hazardous Waste Generation (in Metric Tonnes) 1.90	Total Hazardous Waste Generation (in Metric Tonnes) 1.78/1.80	Total Hazardous Waste Generation (in Metric Tonnes) 1.57/1.90	Total Hazardous Waste Generation (in Metric Tonnes) 1.30/0.80	Total Hazardous Waste Generation (in Metric Tonnes) (Target) 1/	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	

	4.1	4.01/5.2	3.90/4.1	3.76/2.2	(Target) (12% Reduction) 3.6	
	% of total waste from company operations diverted from landfills 98 %	% of total waste from company operations diverted from landfills 99 %/99%	% of total waste from company operations diverted from landfills 99 %/99%	% of total waste from company operations diverted from landfills 99 %/99%	% of total waste from company operations diverted from andfills (Target) 100 %	
	WEEE Generated (in Metric Tonnes) 1	WEEE Generated (in Metric Tonnes) 1/1	WEEE Generated (in Metric Tonnes) 1/0.3	WEEE Generated (in Metric Tonnes) 1/1	WEEE Generated (in Metric Tonnes) (Target) 1	
	Total Waste Water recycled in a year (in Metric Tonnes) 40%	Total Waste Water recycled in a year (in Metric Tonnes) 70%/75%	Total Waste Water recycled in a year (in Metric Tonnes) 100%/100%	Total Waste Water recycled in a year (in Metric Tonnes) 100%/100%	Total Waste Water recycled in a year (in Metric Tonnes) 100%	
	Total weight of waste recovered (Tonne / Year) 0	Total weight of waste recovered (Tonne / Year) (Target / Actual) 10/06	Total weight of waste recovered (Tonne / Year) (Target / Actual) 12/09	Total weight of waste recovered (Tonne / Year) (Target / Actual) 14/06	Total weight of waste recovered (Tonne / Year) (Target / Actual) 18	
	Reporting on Product End of Life Treatment 0	Reporting on Product End of Life Treatment 1/0	Reporting on Product End of Life Treatment 5/5	Reporting on Product End of Life Treatment 5/5	Reporting on Product End of Life Treatment (Target) 8	

| Product use and product End of Life | Percentage of products designed using sustainable or recycled materials.

100 % | Percentage of products designed using sustainable or recycled materials.

100 % /100% | Percentage of products designed using sustainable or recycled materials.

100 % /100% | Percentage of products designed using sustainable or recycled materials.

100 %/100% | Percentage of products designed using sustainable or recycled materials.(Target)

100% | |
| | The percentage of products returned by customers compared to the total number of products sold.

0.70% | The percentage of products returned by customers compared to the total number of products sold.

0.78%/0.60% | The percentage of products returned by customers compared to the total number of products sold.

0.72%/0.52% | The percentage of products returned by customers compared to the total number of products sold.

0.60%/0.30% | The percentage of products returned by customers compared to the total number of products sold.(Target)

0.20% | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |
| | The percentage of customers who are aware of and participate in the company's recycling programs.

92% | The percentage of customers who are aware of and participate in the company's recycling programs

90%//90% | The percentage of customers who are aware of and participate in the company's recycling programs.

95%//93% | The percentage of customers who are aware of and participate in the company's recycling programs.

95%/95% | The percentage of customers who are aware of and participate in the company's recycling programs. (Target)

100% | |
| | Reporting on Product End of Life Treatment

0 | Reporting on Product End of Life Treatment

0/0 | Reporting on Product End of Life Treatment

0/0 | Reporting on Product End of Life Treatment

0/0 | Reporting on Product End of Life Treatment(Target)

1 | |

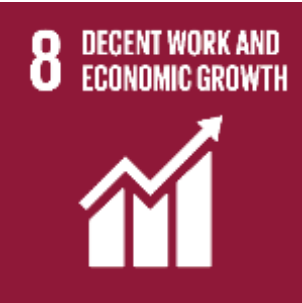| Sustainable Consumption						
	% of saving from efficient product design 0	% of saving from efficient product design 1/1	% of saving from efficient product design 2/2	% of saving from efficient product design 3/3	% of saving from efficient product design 5	
	Percentage of recycled input material out of total materials consumed 13%	Percentage of recycled input material out of total materials consumed 20%/32%	Percentage of recycled input material out of total materials consumed 30%/31%	Percentage of recycled input material out of total materials consumed 32%/34%	Percentage of recycled input material out of total materials consumed 40%	
	Number of awareness session with customer on disposal of product after use 1	Number of awareness session with customer on disposal of product after use 1/3	Number of awareness session with customer on disposal of product after use 1/3	Number of awareness session with customer on disposal of product after use 1/2	Number of awareness session with customer on disposal of product after use 5	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	% of customers covered in awareness session on disposal of product after use 100%	% of customers covered in awareness session on disposal of product after use 100%/100%	% of customers covered in awareness session on disposal of product after use 100%/100%	% of customers covered in awareness session on disposal of product after use 100%/100%	% of customers covered in awareness session on disposal of product after use 100%	
	% of company's customer base has actively engaged in sustainable consumption practices 100%	% of company's customer base has actively engaged in sustainable consumption practices 100%/100%	% of company's customer base has actively engaged in sustainable consumption practices 100%/100%	% of company's customer base has actively engaged in sustainable consumption practices 100%/100%	% of company's customer base has actively engaged in sustainable consumption practices 100%	

Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material	% of Employees Trained Sustainable Sourcing of Raw material (Target)	
	35%	40%/50%	55%/60%	70%/75%	100%	
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target)	
	50%	60% /50%	70% /65%	80%/75%	95%	
	Buyers training on Sustainable Procurement (manhours)	Buyers training on Sustainable Procurement (manhours)	Buyers training on Sustainable Procurement (manhours)	Buyers training on Sustainable Procurement (manhours)	Buyers training on Sustainable Procurement (manhours)	
	55	100/95	120/120	140/150	300/	
	% of supplier Engage in Capacity building	% of supplier Engage in Capacity building	% of supplier Engage in Capacity building	% of supplier Engage in Capacity building	% of supplier Engage in Capacity building	
	15%	25%/ 25%	40%/40%	50%/50%	70%/	
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target)	
	100%	100%/100%	100%/100%	100%/100%	100%	

	Percentage of operational sites with an environmental certification, such as ISO 50001 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target) 100%
Environmental service and advocacy	% Customers Participating in product related Training Programs 50%	% Customers Participating in product related Training Programs 70%/70%	% Customers Participating in product-related Training Programs 100%/100%	% Customers Participating in product-related Training Programs 100%/100%	% Customers Participating in service-related Training Programs (Target) 100%/
	# Number of environmental service and advocacy events organized 5	# Number of environmental service and advocacy events organized 5/5	# Number of environmental service and advocacy events organized 8/8	# Number of environmental service and advocacy events organized 9/9	# Number of environmental service and advocacy events organized 10/
	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 5%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 10%/9%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 20%/19%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 30%/30%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 40%

	% of used products collected for recycling were successfully processed and recycled 0%	% of used products collected for recycling were successfully processed and recycled 5%/3%	% of used products collected for recycling were successfully processed and recycled 10%/10%	% of used products collected for recycling were successfully processed and recycled 15%/15%	% of used products collected for recycling were successfully processed and recycled 30%	
Training	% of total workforce received training on environmental issues 15.30%	% of total workforce received training on environmental issues 25%/30%	% of total workforce received training on environmental issues 40%/40%	% of total workforce received training on environmental issues 80%/85%	% of total workforce received training on environmental issues (Target) 100%	

ESG Area	2022 Baseline	2023 Target / Actual Performance	2024 Target / Actual Performance	2025 Target / Actual Performance (Jan to Jul)	2030 Target	UN - SDGs
				SOCIAL		
Employment	Child Labour (%) 0/0	Child Labour (%) 0 /0	Child Labour (%) 0/0	Child Labour (%) 0 /0	Child Labour (%) (Target) 0	
	Force Labour (%) 0 /0	Force Labour (%) 0 /0	Force Labour (%) 0 /0	Force Labour (%) 0 /0	Force Labour (%) (Target) 0	
	Human Trafficking (%) 0 /0	Human Trafficking (%) 0 /0	Human Trafficking (%) 0 /0	Human Trafficking (%) 0 /0	Human Trafficking (%) (Target) 0	
	Attrition Ratio (%) 7%	Attrition Ratio (%) 7%/6%	Attrition Ratio (%) 5%/4%	Attrition Ratio (%) 4%/3%	Attrition Ratio (%) (Target) 2%	8 DECENT WORK AND ECONOMIC GROWTH
	Total Training Hours of employees 3520 hrs	Total Training Hours of employees 4015 hrs / 4120 hrs	Total Training Hours of employees 4150 hrs/4500 hrs	Total Training Hours of employees 4550 hrs/4720 hrs	Total Training Hours of employees(Target) 4600 hrs	

	Total Training Hours per employee 32.12	Total Training Hours per employee 38.11/36.41	Total Training Hours per employee 38.14/40.12	Total Training Hours per employee 40.14/ 39.12	Total Training Hours per employee (Target) 50/	
	Average Salary above Minimum Wages (INR) 14,000	Average Salary above Minimum Wages (INR) 15,000/15000	Average Salary above Minimum Wages (INR) 17,000 /17000	Average Salary above Minimum Wages (INR) 19,500 /19,500	Average Salary above Minimum Wages (INR) 20,500	
Employment	Pay ratio between the highest-paid person and the median employee (%) 5:1	Pay ratio between the highest-paid person and the median employee (%) 5:1	Pay ratio between the highest-paid person and the median employee (%) 4:1	Pay ratio between the highest-paid person and the median employee (%) 3:1	Pay ratio between the highest-paid person and the median employee (%)(Target) 2:1	8 DECENT WORK AND ECONOMIC GROWTH
	Employees Above Living wage rules 100 %	Employees Above Living wage rules 100%/100%	Employees Above Living wage rules 100% /100%	Employees Above Living wage rules 100%/100%	Employees Above Living wage rules 100%	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%/100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%/100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%/100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	
	Hiring of Local People (%) 35%	Hiring of Local People (%) 36%/39%	Hiring of Local People (%) 37%/40%	Hiring of Local People (%) 40%/41%	Hiring of Local People (%) 40%	

Employment						
	Hiring of People with Disability (%) 1%	Hiring of People with Disability (%) 5%/2%	Hiring of People with Disability (%) 5%/3%	Hiring of People with Disability (%) 5%/4%	Hiring of People with Disability (%) 6%	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 2%/1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 2%/1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 2%/1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 3%	
	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable / Marginalized People in company (%) 6.0%/4%	Hiring of Vulnerable / Marginalized People in company (%) 7.0%/6.0%	Hiring of Vulnerable / Marginalized People in company (%) 7.5%/6.0%	Hiring of Vulnerable / Marginalized People in company (%) 8%	**3 GOOD HEALTH AND WELL-BEING**
	% of your employees with disabilities feel included and supported in the workplace? 0%	% of your employees with disabilities feel included and supported in the workplace? 0%/0%	% of your employees with disabilities feel included and supported in the workplace? 0.45%/0.45%	% of your employees with disabilities feel included and supported in the workplace? 0.45%/0.45%	% of your employees with disabilities feel included and supported in the workplace? 0.5%	
	% of Highest Paid vs. Median Compensation: 0%	% of Highest Paid vs. Median Compensation: 5%/1%	% of Highest Paid vs. Median Compensation: 5%/3%	% of Highest Paid vs. Median Compensation: 5%/5%	% of Highest Paid vs. Median Compensation: 5%	
	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	

Health & Safety Incidents / Accidents	0/0	0/0	0/0	0/0	0	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	
	0/0	0/0	0/0	0/0	0	
	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	
	0/0	0/0	0/0	0/0	0	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	
	0/0	0/0	0/0	0/0	0	
	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	
	0	0/0	0/0	0/0	0	
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
	0	0/0	0/0	0/0	0	
	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	

Health & Safety Incidents / Accidents	0	0/0	0/0	0/0	0	
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target)	
	100%	100%/100%	100%/100%	100%/100%	100%	
	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target)	
	100%	100%/100%	100%/100%	100%/100%	100%	
	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Target)	
	1102hr	1100hrs/1120hr	1250hrs/1200hr	1300hrs/1212hr	1500hr	
	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target)	

Human Rights	100%	100% /100%	100% /100%	100% /100%	100%	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0% /0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0% /0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0% /0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target) 0%	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0% /0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0% /0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0% /0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target) 0%	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	
	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee	

Human Rights						
	100%	**100%/100%**	**100%/100%**	**100%/100%**	representatives (target) **100%**	
	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews (Target)	**10 REDUCED INEQUALITIES**
	100%	**100%/100%**	**100%/100%**	**100% /100%**	**100%**	
	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking (Target)	
	0	**0/0**	**0/0**	**0/0**	**0**	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target)	
	0	**0/0**	**0/0**	**0/0**	**0**	
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target)	
	0	**0/0**	**0/0**	**0/0**	**0**	
	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Target)	

Human Rights	0	0/0	0/0	0/0	0	
	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target)	
	0	0/0	0/0	0/0	0	
	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders (Target)	
	0	0/0	0/0	0/0	0	
	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	
	0	0/0	0/0	0/0	0	
	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	
	0	0/0	0/0	0/0	0	
	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	

Human Rights	0	0/0	0/0	0/0	0	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders

0 | # of Complaints reported on Data Privacy / Security by Other Stakeholders

0/0 | # of Complaints reported on Data Privacy / Security by Other Stakeholders

0/0 | # of Complaints reported on Data Privacy / Security by Other Stakeholders

0/0 | # of Complaints reported on Data Privacy / Security by Other Stakeholders

0/0 | |
| | % of operational sites assessed for human rights risks

100 % | % of operational sites assessed for human rights risks

100 % /100% | % of operational sites assessed for human rights risks

100 %/100% | % of operational sites assessed for human rights risks

100 %/100% | % of operational sites assessed for human rights risks

100 % | |
| | % of all operational sites that have been subject to human rights reviews or human rights impact assessments

100 % | % of all operational sites that have been subject to human rights reviews or human rights impact assessments

100 % /100% | % of all operational sites that have been subject to human rights reviews or human rights impact assessments

100 % /100% | % of all operational sites that have been subject to human rights reviews or human rights impact assessments

100 % /100% | % of all operational sites that have been subject to human rights reviews or human rights impact assessments

100 % | |
| | External Stakeholder Human Rights Impact Reporting Compliance Count (%)

100 % | External Stakeholder Human Rights Impact Reporting Compliance Count (%)

100 % /100% | External Stakeholder Human Rights Impact Reporting Compliance Count (%)

100 %/100% | External Stakeholder Human Rights Impact Reporting Compliance Count (%)

100 % /100% | External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target)

100 % | |
| | People Trained on Human Rights (Manhours) | People Trained on Human Rights (Manhours) | People Trained on Human Rights (Manhours) | People Trained on Human Rights (Manhours) | People Trained on Human Rights (Manhours) | |

Career Management & Training					
	1336hrs	1200hrs/1235 hrs	1300hrs/1321 hrs	1370hrs/1365Hrs	(Target) 1700hrs
	% of the total workforce across all locations who received career- or skills-related training 100 %	% of the total workforce across all locations who received career- or skills-related training 100 % /100%	% of the total workforce across all locations who received career- or skills-related training 100 % /100%	% of the total workforce across all locations who received career- or skills-related training 100 %/100%	% of the total workforce across all locations who received career- or skills-related training (Target) 100 %
	People Trained on overall Career Management and Skill Development\ (Manhours) 950hrs	People Trained on overall Career Management and Skill Development\ (Manhours) 970hrs/970 hrs	People Trained on overall Career Management and Skill Development\ (Manhours) 1100hrs/1110 hrs	People Trained on overall Career Management and Skill Development\ (Manhours) 1180hrs/1190 hrs	People Trained on overall Career Management and Skill Development\ (Manhours) (Target) 1200hrs
	Awareness Session conducted on Career Management 04	Awareness Session conducted on Career Management 06/05	Awareness Session conducted on Career Management 08/06	Awareness Session conducted on Career Management 05/04	Awareness Session conducted on Career Management (Target) 10

5 GENDER EQUALITY

Gender Equality	Gender balance at Worker level (Women to Men %) 24%	Gender balance at Worker level (Women to Men %) 25%/19%	Gender balance at Worker level (Women to Men %) 25%/19%	Gender balance at Worker level (Women to Men %) 25%/19%	Gender balance at Worker level (Women to Men %) (Target) 30%	
	Gender balance at Executive level (Women to Men %) 9%	Gender balance at Executive level (Women to Men %) 10%/10%	Gender balance at Executive level (Women to Men %) 10%/10%	Gender balance at Executive level (Women to Men %) 10%/10%	Gender balance at Executive level (Women to Men %) (Target) 10%	
	Gender balance at Top / Key Manager level (Women to Men %) 5%	Gender balance at Top / Key Manager level (Women to Men %) 6%/5%	Gender balance at Top / Key Manager level (Women to Men %) 10%/10%	Gender balance at Top / Key Manager level (Women to Men %) 10%/10%	Gender balance at Top / Key Manager level (Women to Men %) (Target) 10%	
	Gender balance of Employees in whole organization (Women to Men %) 1%	Gender balance of Employees in whole organization (Women to Men %) 4%/2%	Gender balance of Employees in whole organization (Women to Men %) 10%/6%	Gender balance of Employees in whole organization (Women to Men %) 10%/8%	Gender balance of Employees in whole organization (Women to Men %) 10%	
	Gender balance of total workforce ((Women to Men %) 1%	Gender balance of total workforce ((Women to Men %) 4%/2%	Gender balance of total workforce ((Women to Men %) 8%/8%	Gender balance of total workforce ((Women to Men %) 10%/10%	Gender balance of total workforce ((Women to Men %) (Target) 12%	

	Gender balance at organization board (Women to Men %) 20%	Gender balance at organization board (Women to Men %) 20%/20%	Gender balance at organization board (Women to Men %) 27%/20%	Gender balance at organization board (Women to Men %) 27%/27%	Gender balance at organization board (Women to Men %) 28%	
	Average unadjusted gender pay gap (Woman to man %) 0	Average unadjusted gender pay gap (Woman to man %) 0/0	Average unadjusted gender pay gap (Woman to man %) 0/0	Average unadjusted gender pay gap (Woman to man %) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target) 0	
	People Trained on Gender Equality (Manhours) 750hrs	People Trained on Gender Equality (Manhours) 800hrs/700 hrs	People Trained on Gender Equality (Manhours) 900hrs/850hrs	People Trained on Gender Equality (Manhours) 1000hrs/950hrs	People Trained on Gender Equality (Manhours) (Target) 1200hrs	
	% of the total workforce trained on diversity, discrimination and/or harassment 50%	% of the total workforce trained on diversity, discrimination and/or harassment 70%/55%	% of the total workforce trained on diversity, discrimination and/or harassment 100%/76%	% of the total workforce trained on diversity, discrimination and/or harassment 100%/81%	% of the total workforce trained on diversity, discrimination and/or harassment 100%	
Working Conditions	# of Hours Worked (Manhours) 110000 hrs	# of Hours Worked (Manhours) 120000 hrs/ 132541 hrs	# of Hours Worked (Manhours) 131000/130241 hrs	# of Hours Worked (Manhours) 141000 hrs/141581 hrs	# of Hours Worked (Manhours)	

	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%	
	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0/0	Incident of non-potable drinking water identification 0/0	Incident of non-potable drinking water identification 0/0	Incident of non-potable drinking water identification 0	
	% of the total workforce trained on Diversity, Equity & Inclusion 50%	% of the total workforce trained on Diversity, Equity & Inclusion 60%	% of the total workforce trained on Diversity, Equity & Inclusion 60%	% of the total workforce trained on Diversity, Equity & Inclusion 80%	% of the total workforce trained on Diversity, Equity & Inclusion (Target) 90%	
	% employees covered in awareness program 100%	% employees covered in awareness program 100% /100%	% employees covered in awareness program 100% /100%	% employees covered in awareness program 100% /100%	% employees covered in awareness program 100%	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0/0	Incident of non-compliance of working conditions principles 0	17 PARTNERSHIPS FOR THE GOALS
Certificate-on	Percentage of operational facilities that are certified ISO 45001 (%) 0	Percentage of operational facilities that are certified ISO 45001 (%) 0/0	Percentage of operational facilities that are certified ISO 45001 (%) 0/0	Incident of non-compliance of working conditions principles 0/0	Percentage of operational facilities that are certified ISO 45001(target) (%) 100%	

	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (target)(%) 100%	
	SMETA Certification 100%	SMETA Certification 100%/100%	SMETA Certification 100%/100%	SMETA Certification 100%/100%	SMETA Certification 100%	
Corporate Social Responsibility	Amount Spent on CSR (Lakh) 22	Amount Spent on CSR (Lakh) 40/35	Amount Spent on CSR (Lakh) 50/40	Amount Spent on CSR (Lakh) 55/50	Amount Spent on CSR (Lakh) 70	

GOVERNANCE

ESG Area	2022 Baseline	2023 Target / Actual Performance	2024 Target / Actual Performance	2025 Target / Actual Performance (Jan to Jul)	2030 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery **NIL**	# of Complaints reported on Corruption & Bribery **NIL**	# of Complaints reported on Corruption & Bribery **NIL**	# of Complaints reported on Corruption & Bribery **NIL**	# of Complaints reported on Corruption & Bribery **NIL**	
	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) **100%**	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) **100%/100%**	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) **100%/100%**	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) **100%/100%**	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) **100%**	
	People Trained on Anti-Corruption & Bribery (in Manhours) **110 hrs**	People Trained on Anti-Corruption & Bribery (in Manhours) **210hrs/200 hrs**	People Trained on Anti-Corruption & Bribery (in Manhours) **212hrs/300hrs**	People Trained on Anti-Corruption & Bribery (in Manhours) **370hrs/400hrs**	People Trained on Anti-Corruption & Bribery (in Manhours) **450hrs**	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) **0**	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) **0/0**	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) **0/0**	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) **0/0**	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target) **100%**	

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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

Information Management	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 0	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 0/0	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 0/0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) 0/0	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target) 100%	
	Data Breach Incidents: 0	Data Breach Incidents: 0/0	Data Breach Incidents: 0/0	Data Breach Incidents: 0/0	Data Breach Incidents: 0	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	
	Data Retention Compliance: 100%	Data Retention Compliance: 100%/100%	Data Retention Compliance: 100% /100%	Data Retention Compliance: 100%/100%	Data Retention Compliance: 100%	
	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	
	Suppliers evaluated for ESG Performance (in %) 50%	Suppliers evaluated for ESG Performance (in %) 100%/80%	Suppliers evaluated for ESG Performance (in %) 100%/82%	Suppliers evaluated for ESG Performance (in %) 100%/100%	Suppliers evaluated for ESG Performance (in %) 100 %/	
	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	

Value Chain	(in %) 50%	100%/75%	100%/85%	100%/90%	100 %	
	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	
	NIL	20%/35 %	40%/45 %	50 %/50 %	100 %	
	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	
	0	0/0	0/0	0/0	0	
	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	
	0	0/0	NA	NA	NA	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	
	100 %	100%/100%	100%/100%	100%/100%	100 %	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	
	100 %	100%/100%	100%/100%	100%/100%	100 %	

	Integration of sustainability clauses in supplier contracts 100%	Integration of sustainability clauses in supplier contracts 100%/65%	Integration of sustainability clauses in supplier contracts 100%/74%	Integration of sustainability clauses in supplier contracts 100%/82%	Integration of sustainability clauses in supplier contracts 100 %	
	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0/0	Avg Number of Non-Conformities Found per supplier 0/0	Avg Number of Non-Conformities Found per supplier 0/0	Avg Number of Non-Conformities Found per supplier 0	
Anti-Competitive Practice	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	
	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100%/100%	% departments covered under Risk Assessment Internal Audit 100%/100%	% departments covered under Risk Assessment Internal Audit 100%/100%	% departments covered under Risk Assessment Internal Audit 100 %	
Ethics	Percentage of total workforce trained on business ethics issues (%) 100 %	Percentage of total workforce trained on business ethics issues (%) 100%/100%	Percentage of total workforce trained on business ethics issues (%) 100%/100%	Percentage of total workforce trained on business ethics issues (%) 100%/100%	Percentage of total workforce trained on business ethics issues (%) 100%	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%/100%	Employee feedback on ethics training (satisfaction rate) 100%/100%	Employee feedback on ethics training (satisfaction rate) 100%/100%	Employee feedback on ethics training (satisfaction rate) 100%	
	% of all operational sites for which an	% of all operational sites for which an	% of all operational sites for which an internal	% of all operational sites for which an internal	% of all operational sites for which an	

	internal audit/risk assessment concerning business ethics issues has been conducted 100 %	internal audit/risk assessment concerning business ethics issues has been conducted 100%/100%	audit/risk assessment concerning business ethics issues has been conducted 100%/100%	audit/risk assessment concerning business ethics issues has been conducted 100%/100%	internal audit/risk assessment concerning business ethics issues has been conducted 100 %	
	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL/NIL	Number of whistleblower reports received NIL/NIL	Number of whistleblower reports received NIL/NIL	Number of whistleblower reports received NIL	
Customer Health and Safety	# complaints related to use of products 0/ 0	# complaints related to use of products 0/0	# complaints related to use of products 0/0	# complaints related to use of products 0/0	# complaints related to use of products 0	
	Conduct Customer safety training sessions of Customers 75%	Conduct Customer safety training sessions of Customers 100%/78%	Conduct Customer safety training sessions of Customers 100 %/80%	Conduct Customer safety training sessions of Customers 100 %/85%	Conduct Customer safety training sessions of Customers 100%/	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 65%	Customer Participation Rate in Sustainability Session / Meeting 100%/67%	Customer Participation Rate in Sustainability Session / Meeting 100 %/75%	Customer Participation Rate in Sustainability Session / Meeting 100 %/85%	Customer Participation Rate in Sustainability Session / Meeting 100 %/	17 PARTNERSHIPS FOR THE GOALS
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 70%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%/70%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100 %/82%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100 %/86%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100 %	

	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%/100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%/100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% /	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0/0	Complaints registered on the violation of Collective Bargaining Agreement 0/0	Complaints registered on the violation of Collective Bargaining Agreement 0/0	Complaints registered on the violation of Collective Bargaining Agreement 0 /	

Independent Assurance on verification of ESG KPI ROADMAP UPTO 2030.

Growlity/AR/891828

Reporting Period: **January 2022 to December 2022**
January 2023 to December 2023
January 2024 to December 2024
January 2025 to July 2025

The Management

Meridian International

Independent Assurance Report

Growlity Private Limited was appointed by **Meridian International**. Referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI ROADMAP UPTO 2030. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report is in accordance to the Global Reporting Initiative's (GRI) Universal Standards 2021. The company has also followed guidelines of ISO 14064-1:2018 and Green House Gas Protocol standard, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it in accordance with GRI universal standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

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

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting. Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

All locations, including manufacturing facilities, warehouses, subsidiaries, and offices, were covered to collect data and prepare the ESG KPI ROADMAP UPTO 2030. Below is the list for reference.

Sr. No.	Site Name	Location
1.	**Meridian International**	Survey Number:365,KG Nagar,Pitchampalayam 641603 Tirupur, Tamilnadu India

Our Observations

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

Conclusion

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

Dr. Nitin Dumasia President
& CEO
Date: 30th July 2025
Place: Surat