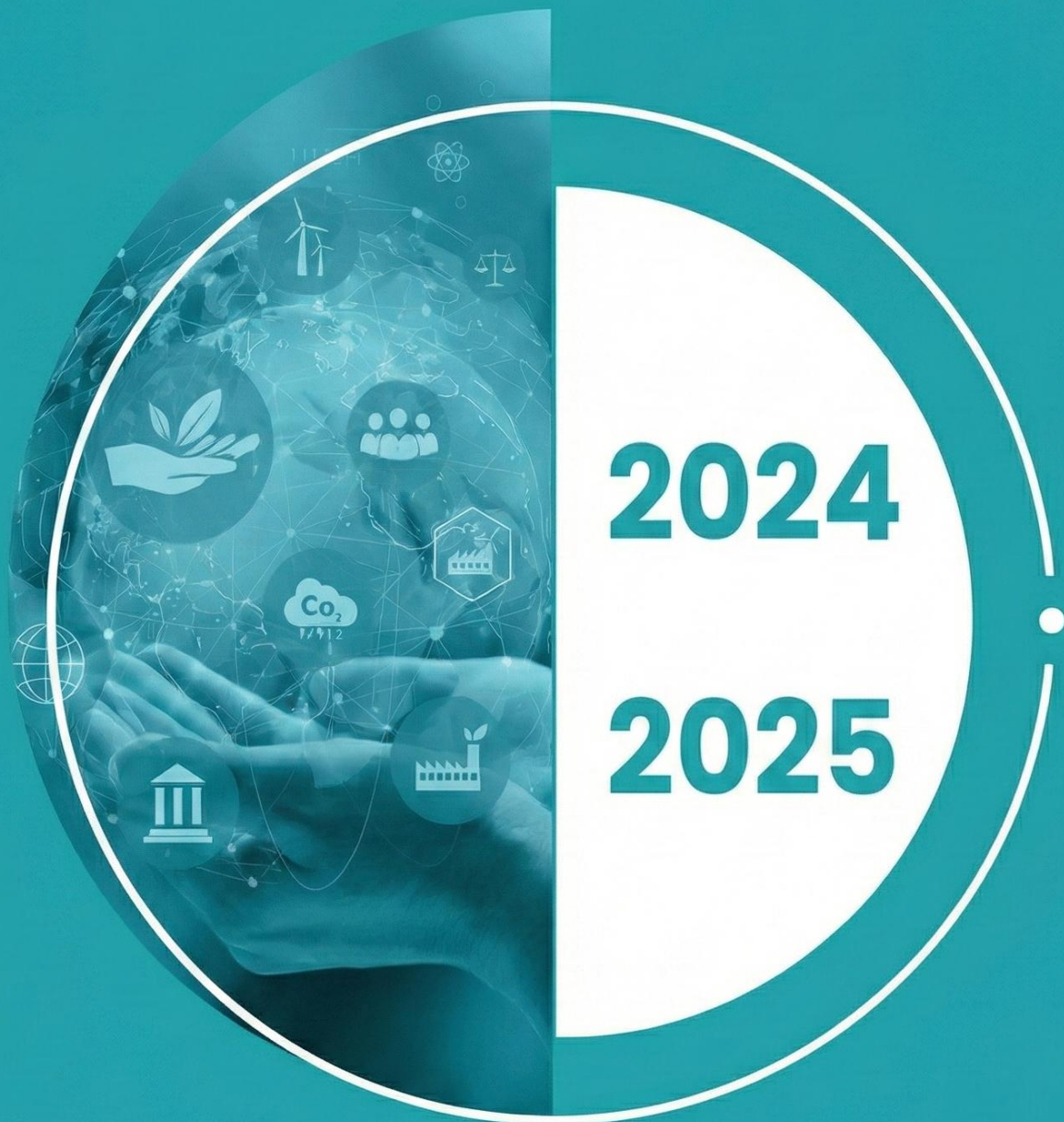




AARTI STEEL INTERNATIONAL LTD

Corporate Social Responsibility
& Sustainability Report
2024-2025



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Message from Director

At Aarti Steel International Limited, we recognize our responsibility towards Sustainability. It is not a choice but a responsibility we owe to future generations. Sustainability at Aarti is about conscious decisions, ethical practices, and collective responsibility and integrating sustainable practices across our operations thereby reducing our environmental footprint.

We believe sustainable growth is achieved when business success aligns with environmental stewardship and social well-being. Together, we are building a future that is greener, stronger, while preserving resources for tomorrow.

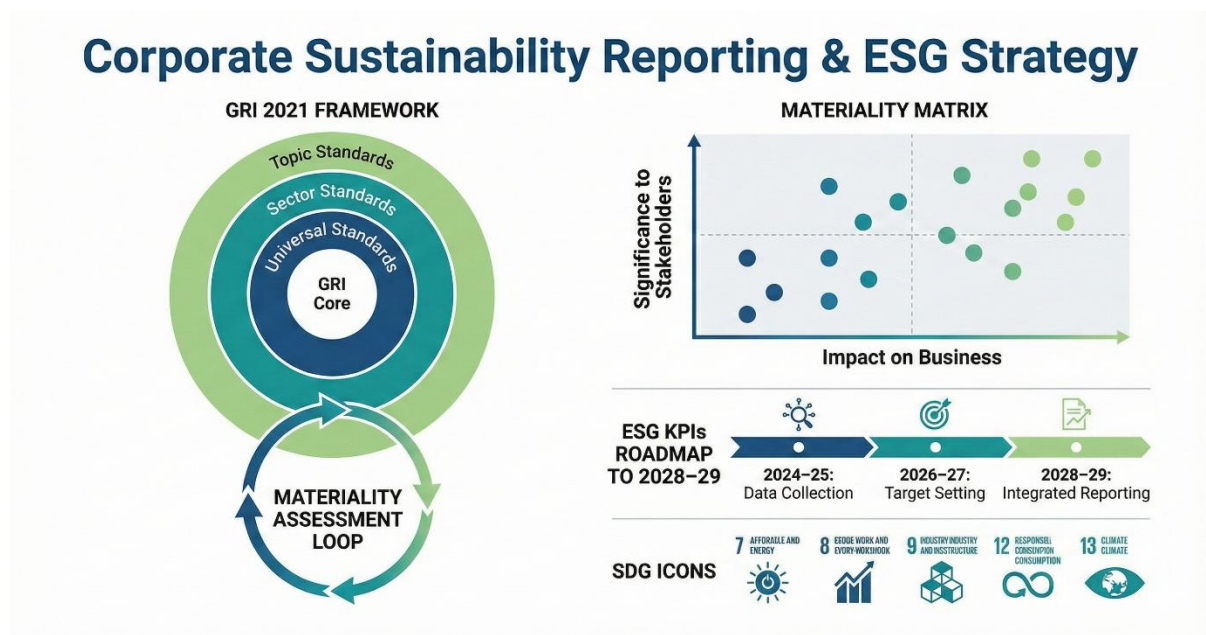

Vinayak Mittal - Director

Aarti Steel International Limited

Reporting Frameworks

Global Reporting Index (GRI)

ASIL is committed to operating with transparency, responsibility, and accountability across all aspects of its business. This Sustainability and ESG Report presents our performance on topics that are materially significant to our operations and stakeholders. The report has been prepared with reference to the Global Reporting Initiative Standards 2021, which provide a globally recognised framework for communicating sustainability impacts consistently and comparably.



In 2023, ASIL conducted a comprehensive materiality analysis in line with the GRI 2021 Standards to identify the key environmental, social, and governance issues most relevant to our business and stakeholders across our integrated steel manufacturing operations. Insights from this assessment directly informed the development of our ESG Key Performance Indicators and long-term sustainability roadmap up to FY 2028–29. These KPIs set out measurable, time-bound targets that reflect our ambition to advance sustainable development across our value chain.

Our sustainability targets are aligned with the United Nations Sustainable Development Goals, reinforcing our commitment to contributing positively to global sustainability priorities through responsible manufacturing, resource efficiency, workforce wellbeing, and ethical business conduct.

Commitment to the UN Sustainable Development Goals



The United Nations Sustainable Development Goals provide a universal framework to address global challenges such as poverty, inequality, climate change, and environmental degradation. At ASIL Ltd, we recognize that our operations and decisions have far-reaching impacts across social, environmental, and economic dimensions. Guided by this understanding, we have integrated the SDGs into our policies, strategies, and reporting practices to ensure that our growth contributes positively to people, planet, and prosperity.

Our sustainability approach is anchored in responsible manufacturing and ethical business practices. Through initiatives such as Zero Liquid Discharge technology, which enables 95% water recycling, and the establishment of a 0.5 MTPY Scrap Recycling Plant in partnership with Tata Steel, we actively support SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production). These efforts reduce resource wastage and promote circularity in the steel industry.

We also prioritize SDG 3 (Good Health and Well-being) through community health programs, including the operation of a 115-bed hospital in Ludhiana, and SDG 4 (Quality Education) by investing in scholarships, infrastructure development, and skill-building initiatives for youth. Our commitment to SDG 13 (Climate Action) is reflected in our adoption of sustainable procurement practices and energy-efficient technologies, as outlined in our Sustainable Procurement Policy, which emphasizes ethical sourcing and environmental stewardship.

By embedding sustainability into our supply chain and fostering partnerships with stakeholders who share our values, ASIL is working toward a future where industrial progress aligns with global sustainability imperatives. We believe that through continuous improvement and collaboration, we can contribute meaningfully to achieving the SDGs.

Our Environment



Our Environment

ASIL recognises the magnitude of the challenges and the breadth of the opportunity presented by climate change and resource scarcity. We understand that our role as a leading carbon and alloy steel manufacturer brings both responsibility and influence not only to manage environmental risks but also to drive meaningful change on behalf of all our stakeholders.

At ASIL, environmental impact and resource efficiency are embedded into every pillar of our operations. Across our manufacturing facilities including those producing carbon & alloy steel rounds, squares, flats, spring steel wires and tyre-bead wire, we are advancing our approach to measuring, managing and reducing our environmental footprint. Our enhanced reporting on emissions and resource use has enabled us to identify priority improvement areas and build a practical framework for targeted action. These metrics drive constructive dialogue within our teams, supply chain and customer base, and position us to be at the forefront of sustainable steel production

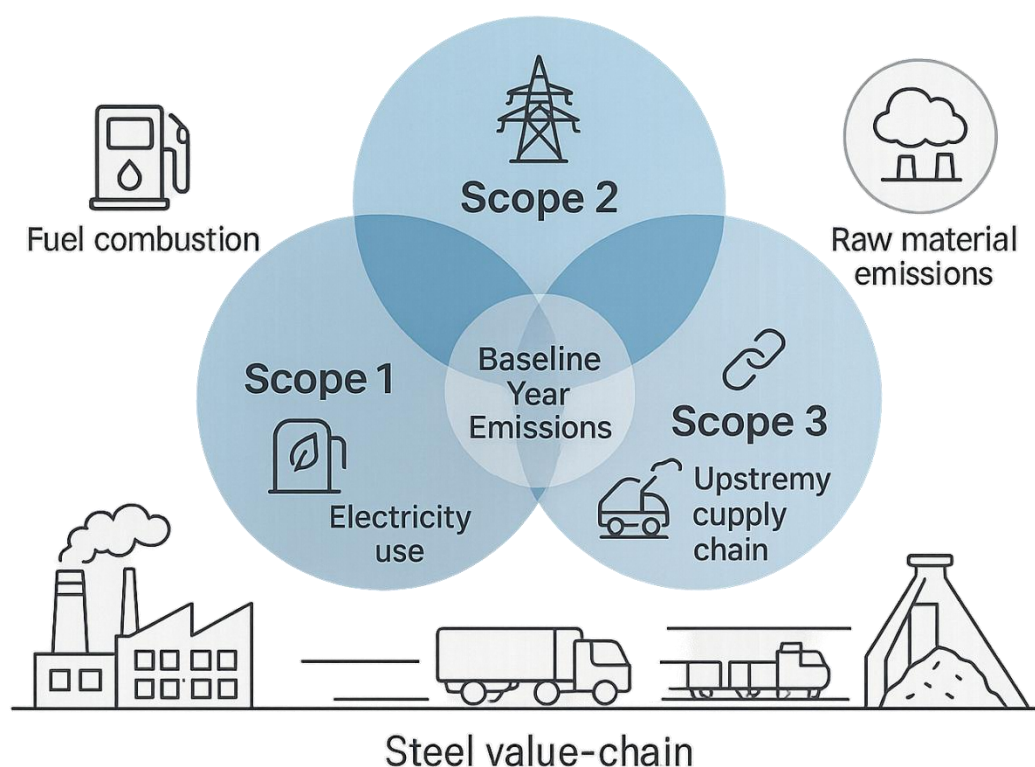
Our sustainability approach is anchored in collaboration internally across our operations and employees, and externally with our supply chain and customers. We challenge ourselves and our partners to act, innovate and safeguard the natural environment for future generations. By integrating ecological considerations into everything we do, from water recycling in our plants to closed-loop resource flows and energy optimisation, ASIL is working to build a stronger today and a sustainable tomorrow.



Carbon Emissions

Carbon reporting is now the overarching measure for environmental accountability across ASIL's business activities. By reporting emissions at both group level, we are able to monitor performance across operations and processes, enabling us to identify and prioritise projects for decarbonisation across all scopes. This approach also supports our ability to meet customer expectations and respond to disclosure requests across recognised reporting platforms.

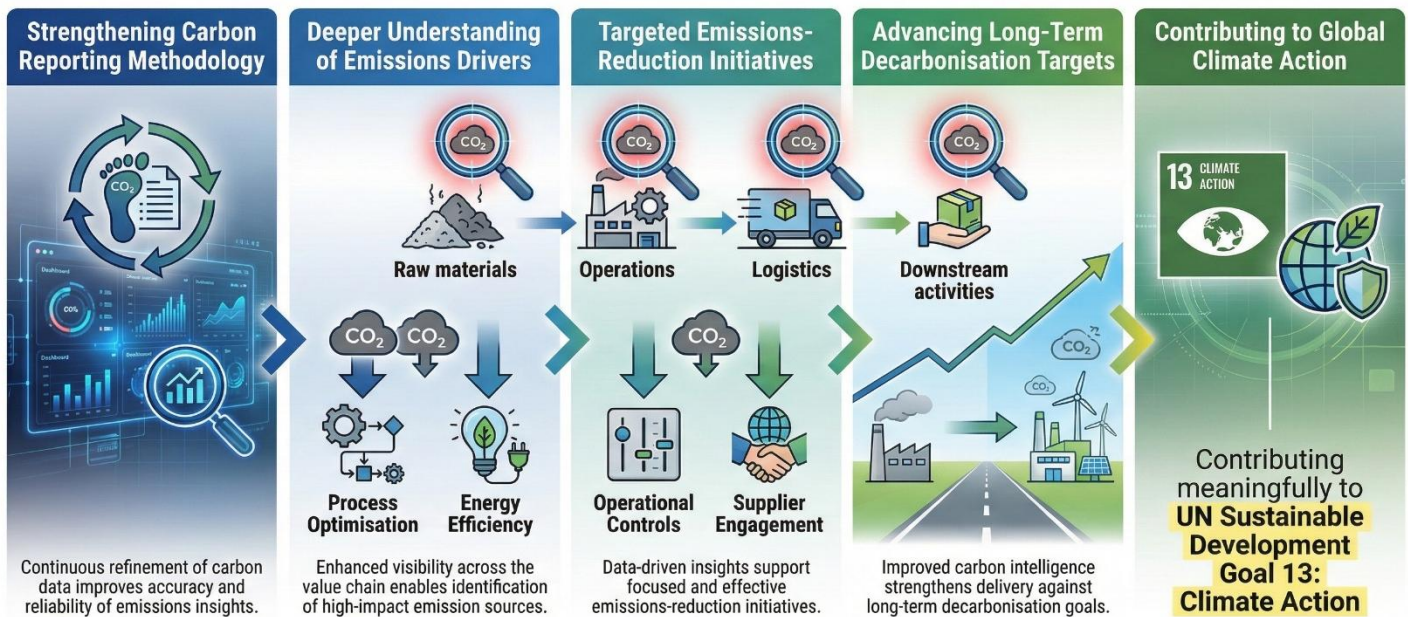
FY 2022–23 serves as our baseline year, against which emissions performance is tracked. In **FY 2024–25**, **ASIL** continued to strengthen its carbon management approach, achieving measurable reductions across all emission scopes compared to the baseline. During the year, Scope 1 emissions reduced to 5,135.80 tCO₂e, while Scope 2 emissions reduced to 15,636.69 tCO₂e, reflecting efficiency improvements and energy management initiatives. Scope 3 emissions decreased to 11,447.48 tCO₂e, including reductions across both upstream and downstream categories, demonstrating progress in addressing value-chain emissions beyond direct operational control.



The inclusion of both upstream and downstream Scope 3 emissions—covering material sourcing and distribution-related activities—goes beyond minimum regulatory requirements and reinforces a holistic view of our carbon footprint. This expanded reporting boundary enhances data accuracy and transparency, particularly for emissions associated with purchased goods, logistics, and customer delivery.

This ongoing refinement of our carbon reporting methodology strengthens decision-making and supports targeted emissions-reduction initiatives across the value chain. By continuously improving our understanding of emissions drivers, ASIL is better positioned to deliver on its long-term decarbonisation targets and contribute meaningfully to **UN Sustainable Development Goal 13: Climate Action**.

Carbon Reporting & Climate Action Alignment – ASIL



Emission Reduction Progress

In FY 2024–25, ASIL continued to demonstrate progress in managing and reducing its greenhouse gas (GHG) emissions across key operational and value-chain areas. This performance reflects the Company's ongoing commitment to responsible manufacturing, improved energy efficiency, and a structured decarbonisation pathway aligned with UN Sustainable Development Goal 13 (Climate Action).

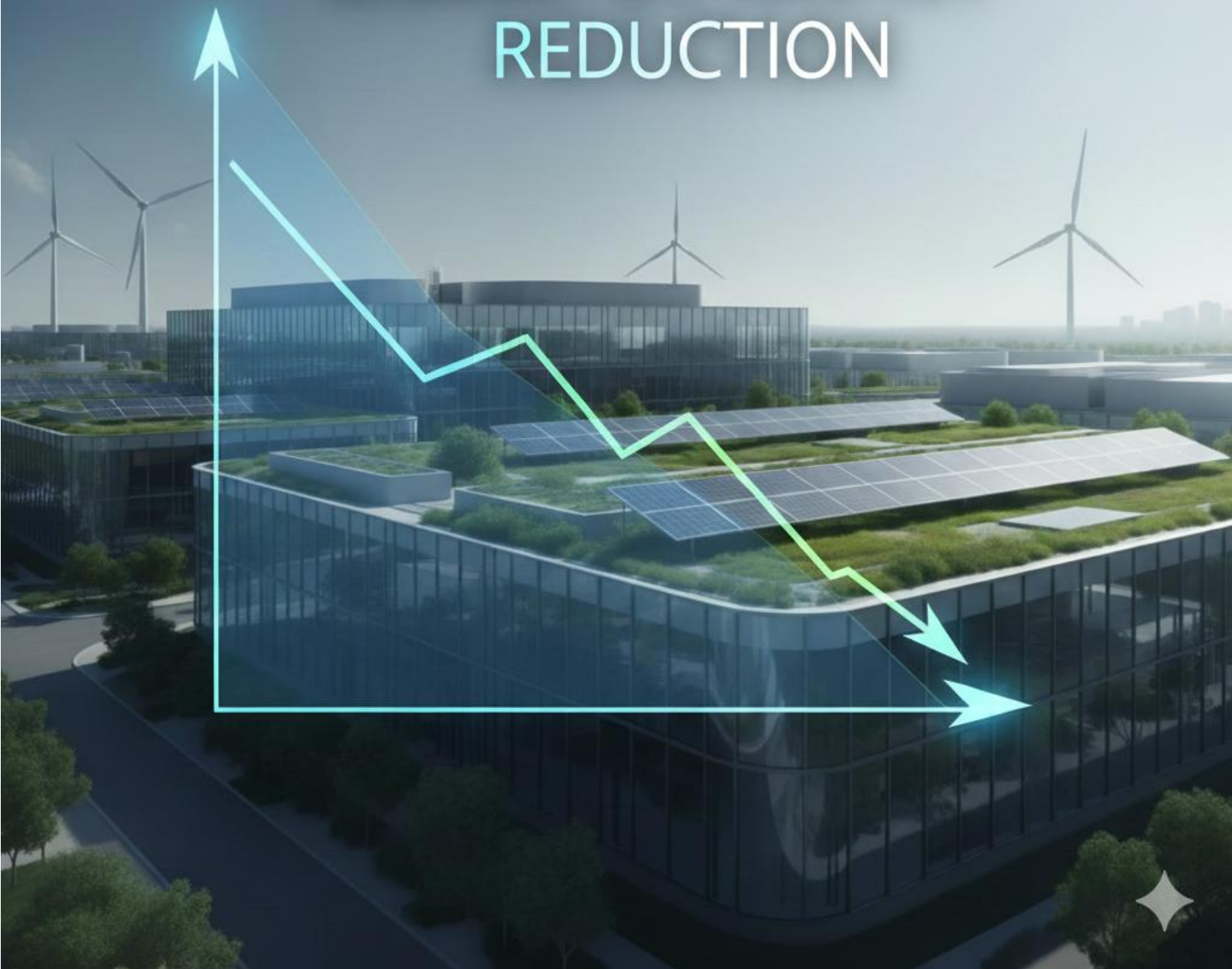
Compared with the FY 2022–23 baseline, FY 2024–25 recorded reductions across all emission scopes. Scope 1 emissions reduced to 5,135.80 tCO₂e, driven by improved process efficiencies and optimised fuel use. Scope 2 emissions decreased to 15,636.69 tCO₂e, supported by better energy management practices and lower electricity emission factors. Scope 3 emissions reduced to 11,447.48 tCO₂e, with measurable improvements across both upstream and downstream categories, reflecting enhanced supplier engagement and more efficient logistics planning.

Despite variations in production volumes and ongoing operational complexity, the Company maintained a positive emissions-reduction trajectory. The continued inclusion of upstream and downstream Scope 3 categories provides greater transparency into value-chain emissions and strengthens Aarti Steels' ability to identify carbon-intensive activities and prioritise targeted reduction initiatives.

The improvement is primarily attributed to:

- Operational efficiency enhancements, resulting in lower onsite fuel consumption.
- Reduced electricity emission factors, supported by grid improvements and energy-efficient technologies.
- Optimisation of raw material sourcing and transportation routes, reducing upstream and downstream logistics emissions.
- Better production planning, enabling fewer high-emission load cycles and minimising waste.
- Increased awareness and training, reflected in the number of employees trained on GHG management.

ENERGY EFFICIENCY REDUCTION

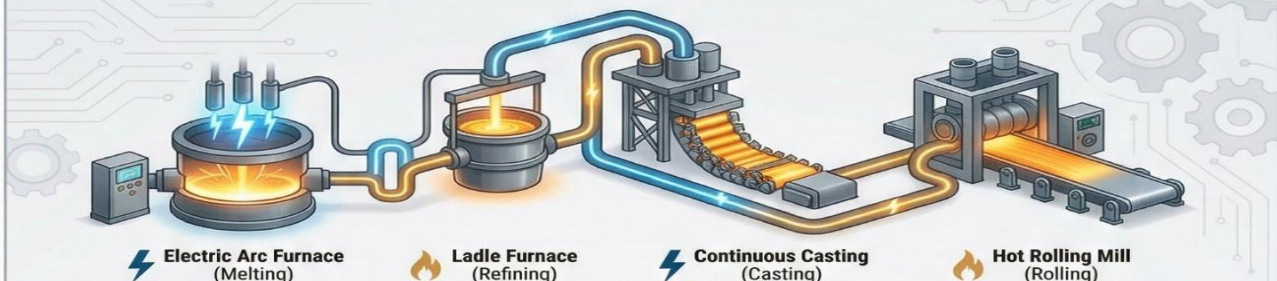


Energy Efficiency

Energy Management & Efficiency Performance – ASIL (FY 2024–25)

SECTION 1: ENERGY AS A STRATEGIC PRIORITY

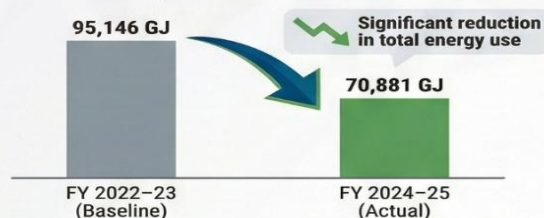
Energy Management as a Strategic Operational Priority



High thermal and electrical demand across steelmaking processes makes energy management critical for cost control and emissions reduction.

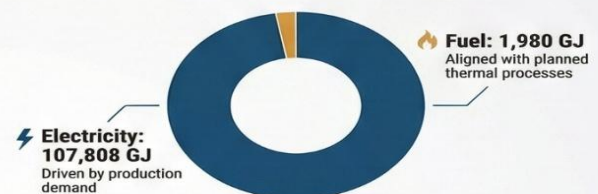
SECTION 2: TOTAL ENERGY CONSUMPTION – PERFORMANCE TREND

Total Energy Consumption – FY 2024–25



SECTION 3: ENERGY CONSUMPTION PROFILE

Energy Consumption Profile – FY 2024–25



SECTION 4: OPERATIONAL CONTROLS & EFFICIENCY DRIVERS

Operational Controls Driving Energy Efficiency



Monitoring
& Metering



Process
Optimisation



Production
Planning



High-Energy Process
Control & Waste Reduction

Improved planning and tighter operational control supported reductions despite production fluctuations.

SECTION 5: ENERGY INTENSITY PERFORMANCE

Energy Intensity – Key Performance Indicator

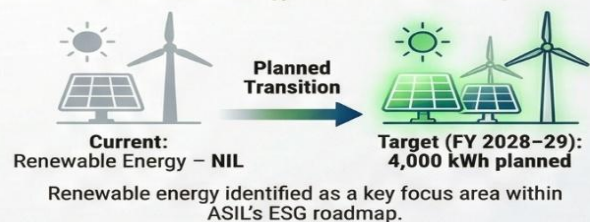


2.14 GJ
per metric tonne
(FY 2024–25)

Reflects the relationship between production volumes and energy consumption patterns.

SECTION 6: RENEWABLE ENERGY STATUS & ROADMAP

Renewable Energy Transition Roadmap



SECTION 7: EMPLOYEE ENGAGEMENT & TRAINING

Building Energy Efficiency Capability



Commitment to workforce training on energy efficiency.

SECTION 8: ESG ALIGNMENT & LONG-TERM IMPACT

Energy Management as a Core ESG Pillar



Energy management underpins ASIL's efforts to reduce emissions, enhance resilience, and support long-term environmental sustainability.

FOOTER

Energy use remains a critical operational priority for ASIL, given the high thermal and electrical demand associated with melting, refining, casting, and rolling processes across the steel value chain. As an integrated steel manufacturer, energy consumption is a key driver of both operating costs and greenhouse gas emissions, making effective energy management central to long-term sustainability and competitiveness.

In FY 2024–25, ASIL continued to closely monitor electricity and fuel consumption across its operations to reduce wastage, optimise process performance, and manage energy intensity per tonne of product manufactured. The Company recorded a total actual energy consumption of 70,881 GJ, representing a significant reduction compared with the FY 2022–23 baseline of 95,146 GJ, demonstrating the effectiveness of ongoing energy-efficiency initiatives and improved operational controls.

Total electricity consumption in FY 2024–25 stood at 107,808 GJ, reflecting operational demand linked to production requirements. Fuel consumption during the year was 1,980 GJ, aligned with planned thermal processing activity. Despite normal fluctuations in plant loading and production cycles, improved production planning and better control of high-energy processes supported an overall reduction in total energy use.

Energy intensity remains an important performance indicator for ASIL. In FY 2024–25, energy intensity was recorded at 2.14 GJ per metric tonne of product, reflecting the combined impact of production volumes and energy consumption patterns during the year. The Company continues to focus on process optimisation and operational discipline to improve this metric over time.

At present, renewable energy consumption remains NIL, highlighting a clear focus area within the Company's ESG roadmap. ASIL has established a long-term target to introduce renewable energy use by FY 2028–29, with a planned consumption of 4,000 kWh, marking the initial phase of its transition toward cleaner energy sources.

Employee engagement and capability building continue to support effective energy stewardship. During FY 2024–25, 80 manhours of training on energy efficiency were delivered, strengthening employee awareness of energy management practices and reinforcing a culture of operational responsibility. The Company has set a longer-term target of 500 manhours of energy-efficiency training by FY 2028–29.

Overall, FY 2024–25 performance reflects ASIL's continued commitment to improving energy efficiency through structured monitoring, process optimisation, and workforce engagement. Energy management will remain a central pillar of the Company's ESG strategy as it works toward reducing emissions, enhancing operational resilience, and supporting long-term environmental sustainability.

Waste Management

Effective waste management is essential to ASIL's commitment to responsible manufacturing and environmental stewardship. As a major producer operating across multiple stages of steelmaking, the Company generates both hazardous and non-hazardous waste streams arising from raw material handling, process residues, furnace operations, and general plant activities. Reducing waste generation, improving segregation, and increasing recovery and recycling are central pillars of our ESG strategy.



In FY 2024–25, ASIL generated a total of 2,761.61 metric tonnes of waste, reflecting operational throughput and the nature of metallurgical processes undertaken during the year. Hazardous waste generation totalled 1,434 metric tonnes, primarily comprising used oils, sludge, and process-related residues requiring regulated handling and disposal. Non-hazardous waste amounted to 711.02 metric tonnes, including scrap material, packaging waste, and general solid waste streams.

The increase in overall waste volumes compared with the baseline year highlights the importance of continued focus on waste reduction at source, improved operational efficiency, and enhanced waste segregation. ASIL continues to strengthen its internal waste tracking systems to improve data accuracy and ensure compliance with applicable environmental regulations.

In FY 2024–25, no waste was recovered or recycled for alternate use, despite a recovery target of 10 metric tonnes for the year. This gap has been identified as a priority area for improvement, and the Company plans to strengthen engagement with authorised

recyclers and explore opportunities for material recovery, particularly for metal scrap and non-hazardous waste streams, in future reporting periods.

WASTE MANAGEMENT SUMMARY

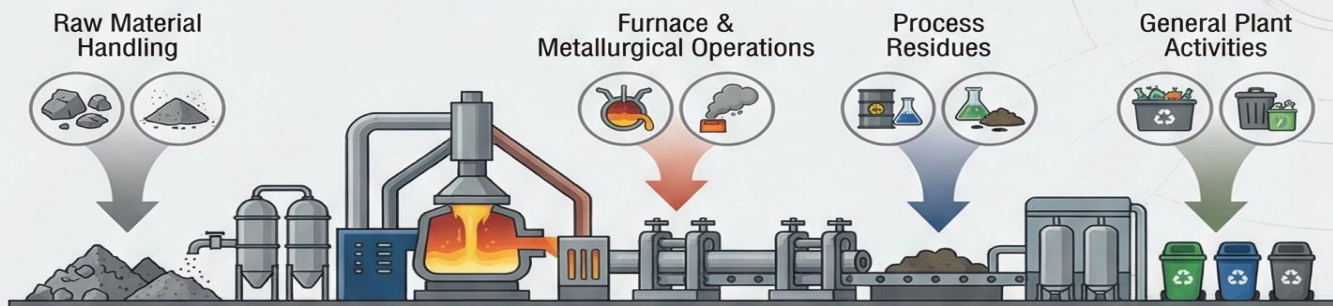
ASIL continues to align its waste management practices with environmental regulations and GRI 2021 standards. By prioritising waste minimisation, recovery, and responsible disposal, the Company is committed to reducing its environmental footprint and advancing toward a more circular and resource-efficient manufacturing model.



Waste Management Performance – ASIL (FY 2024–25)

WASTE MANAGEMENT CONTEXT

Waste Management as a Core ESG Priority



Steelmaking operations generate diverse hazardous and non-hazardous waste streams requiring responsible handling and disposal.

TOTAL WASTE GENERATED

Total Waste Generated – FY 2024–25

2,761.61
METRIC TONNES

WASTE SEGREGATION PROFILE

Waste Segregation by Type



OPERATIONAL CONTROLS & REGULATORY COMPLIANCE

Operational Controls and Regulatory Compliance



WASTE RECOVERY & RECYCLING PERFORMANCE

Waste Recovery and Recycling Status



No waste was recovered or recycled during FY 2024–25, identifying a priority area for improvement.

IDENTIFIED GAPS & IMPROVEMENT FOCUS AREAS

Key Improvement Focus Areas

- Waste reduction at source
- Improved segregation practices
- Engagement with authorised recyclers
- Recovery of metal scrap
- Recycling of non-hazardous waste streams

ESG ALIGNMENT & CIRCULAR ECONOMY DIRECTION

Advancing Toward a Circular and Resource-Efficient Model



ASIL aligns its waste management practices with environmental regulations and GRI 2021 standards, supporting a transition toward a more circular manufacturing model.



Recycled / Recovered
10 MT
of waste

Advancing toward a circular and resource-efficient
manufacturing model



Environmental Stewardship

Air Quality Management

We continuously monitor air emissions to ensure compliance with regulatory limits and to reduce the environmental impact of steel manufacturing activities. In FY 2024–25, all key air quality parameters—including NO_x, SO₂, PM₁₀, and PM_{2.5}—remained well within prescribed limits. Notably, PM₁₀ levels improved to 72 µg/m³ against a limit of 100 µg/m³, and PM_{2.5} levels were recorded at 37 µg/m³ against a limit of 60 µg/m³, reflecting effective dust-suppression measures and improved housekeeping across operational areas. Ammonia levels also showed a sharp decline from 56 µg/m³ in the baseline to 21 µg/m³, demonstrating enhanced control of process emissions. Lead, ozone, and other trace pollutants also remained below detectable or permitted thresholds. These improvements highlight the Company's commitment to continuous emissions control, equipment maintenance, and ambient air monitoring around its sites.

Water Management

Water stewardship remains a critical area of focus for ASIL due to the high process-water requirements of steel manufacturing. In FY 2024–25, the Company consumed 84,248 KL of total water, while achieving meaningful progress in water recycling and treatment. A total of 23,632 KL of water was recycled and reused, reducing freshwater withdrawal and improving circularity in water use. Water intensity improved to 7.48 KL per MT of product, compared with the baseline of 7.65 KL/MT. The Company also treated 28.05% of its total water consumption through effluent treatment systems, ensuring regulatory compliance and reduction of pollutants discharged. Chemical Oxygen Demand (COD) levels improved to 234 mg/L (within the limit of 250 mg/L), and Biological Oxygen Demand (BOD) reduced significantly to 15 mg/L, demonstrating the effectiveness of wastewater treatment. Training on water efficiency increased to 260 manhours, reinforcing the Company's focus on conservation and responsible water use.

Noise Management

ASIL actively monitors noise levels around its plant boundaries to safeguard the well-being of workers and nearby communities. Noise levels during FY 2024–25 remained compliant with regulatory thresholds. Day-time noise levels were recorded at 71.70 dB(A) against a limit of 75 dB(A), while night-time levels were measured at 65 dB(A) against a limit of 70 dB(A). These results reflect continued improvement in equipment maintenance, installation of noise-dampening systems, and operational discipline in high-decibel areas. The Company remains committed to maintaining a safe acoustic environment through regular monitoring and adherence to environmental standards.

Environmental Stewardship Performance – ASIL (FY 2024–25)

Air Quality | Water Management | Noise Management

SECTION 1: ENVIRONMENTAL STEWARDSHIP OVERVIEW

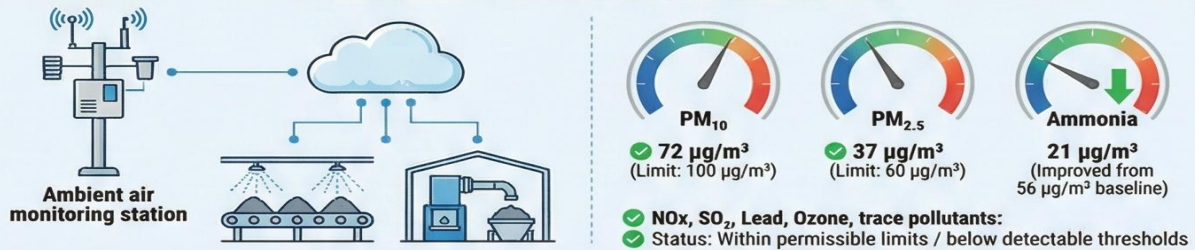
Environmental Stewardship Across Operations



ASIL integrates environmental controls across operations to minimise impacts and ensure regulatory compliance.

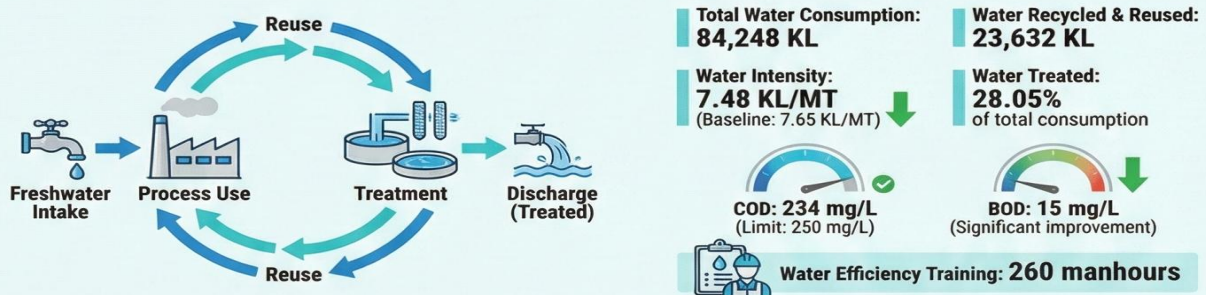
SECTION 2: AIR QUALITY MANAGEMENT AND EMISSIONS CONTROL

Air Quality Management and Emissions Control



SECTION 3: WATER MANAGEMENT & STEWARDSHIP

Water Management and Circular Water Use



SECTION 4: NOISE MANAGEMENT & COMMUNITY WELL-BEING

Noise Management and Occupational Safety



SECTION 5: INTEGRATED ENVIRONMENTAL IMPACT & ESG ALIGNMENT

Strengthening Environmental Performance Through Continuous Monitoring



Continuous monitoring, preventive maintenance, and workforce discipline underpin ASIL's environmental performance and regulatory compliance.

Our People



Our People

Our people at ASIL are most valuable asset. At ASIL, we believe that thriving colleagues create the kind of working environment that drives excellence in every product and delivers an exceptional customer experience. It is therefore our clear aim to continually improve as an employer.

We commit to providing the right working conditions to ensure wellbeing and engagement underpinned by a culture of safety and environmental responsibility, optimised career planning, and access to training and development opportunities that align with our values of learning & growth.

Furthermore, we foster a workplace built on support, respect, integrity and tolerance a place where mutual trust, teamwork and innovation thrive, helping us to retain and attract the right people who will help shape a stronger today and a sustainable tomorrow.

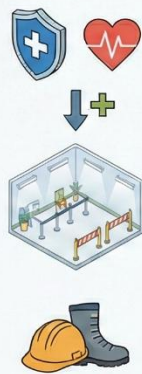
Our Workforce

ASIL: Annual Report & ESG 'People & Culture'

'Our People Are Our Most Valuable Asset'



SAFETY & WELLBEING



Safe, healthy, and environmentally responsible working conditions.

Continuous focus on holistic employee wellness.

LEARNING & GROWTH



Continuous learning, training, and development.

Optimised pathways for skill enhancement and career advancement.

CAREER PLANNING & ENGAGEMENT



Structured career planning and employee engagement.

Fostering a culture of open communication and feedback.

CULTURE & VALUES



Supportive and inclusive workplace culture.

Built on mutual respect, trust, integrity, and innovation.

'Thriving colleagues create excellence today and shape a sustainable tomorrow.'

Aligned with GRI 2021 Standards & UN SOGs

Over **750 employees** across India proudly represent ASIL Limited. Our workforce brings together a rich blend of technical expertise, manufacturing know-how, and operational commitment from engineers running our integrated steel-making facilities to staff managing logistics, quality assurance, and corporate services. Through their dedication, creativity, and collaborative spirit, ASIL continues to uphold high standards of quality, safety and sustainability. We are committed to nurturing these strengths, supporting learning, innovation, and sustainable practices to build a stronger, more responsible tomorrow together.

Employee Benefits

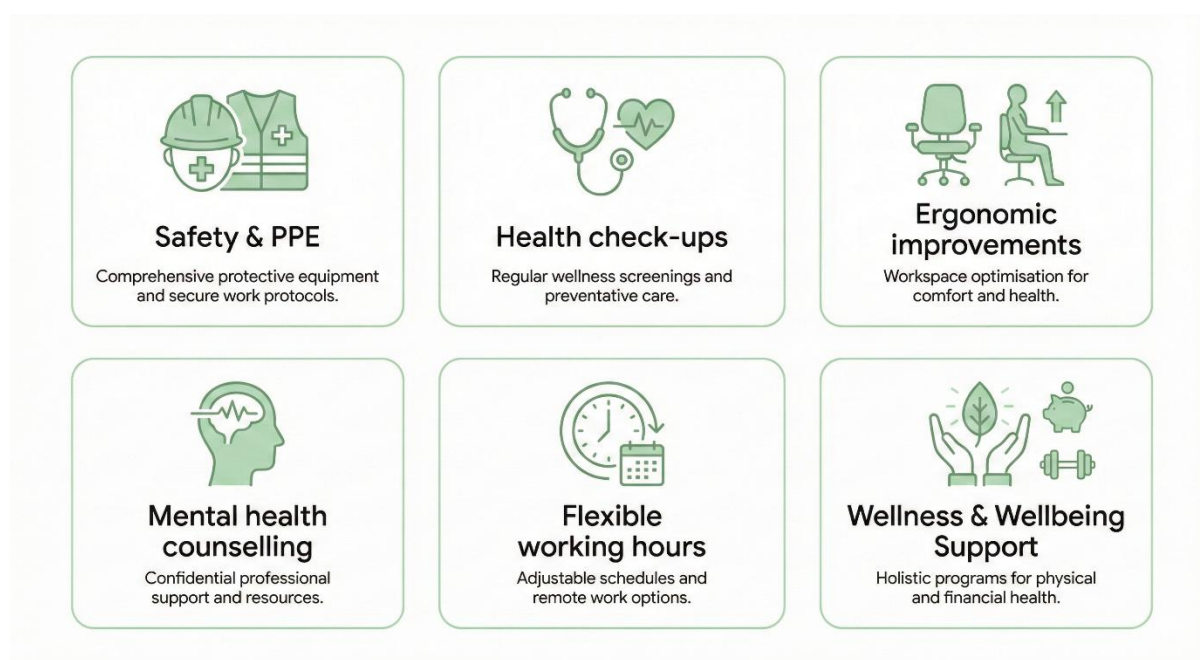


ASIL demonstrates a strong commitment to employee well-being through clearly defined health, safety, and workplace benefit initiatives. The company prioritises employee health and safety by investing in advanced safety equipment and aims to achieve a 20% reduction in work-related incidents by FY 2029–30 compared with the FY 2022–23 baseline. To further support physical well-being, ASIL targets a 1.5% reduction in ergonomic risk factors and will provide regular health check-ups for 100% of employees by FY 2029–30. Mental health is also recognised as essential, with plans to develop awareness programmes and confidential counselling services for all workers and employees.

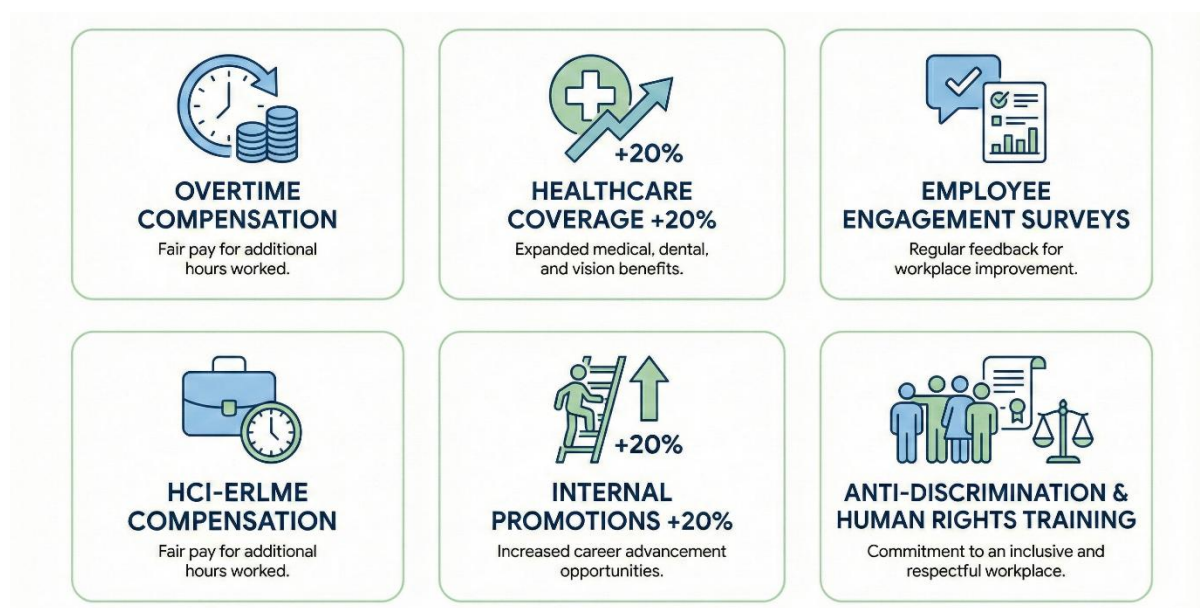
In terms of employee benefits and fair working conditions, ASIL is committed to offering flexible working hours and maintaining a compressed 48-hour work week for 100% of its workforce. It also seeks 100% compliance with designated break times and ensures proper overtime compensation, reinforcing fair labour practices. Access to healthcare benefits is set to improve, with a target of a 20% increase in the number of employees eligible for health-care coverage by FY 2029–30. To strengthen employee engagement, ASIL commits to acting on 80% of actionable feedback from employee surveys and aims to reach an 85% positive response rate in job-satisfaction surveys by FY 2029–30, using FY 2022–23 as the baseline.

Together, these actions reflect ASIL's holistic approach to labour welfare integrating safety, health, fair working conditions, mental well-being, and employee benefits

Employee Benefits



Employee Benefits



1. Health & Safety Protection

ASIL is committed to maintaining a safe workplace by investing in advanced safety equipment and strengthening safety systems across all facilities. The company aims for a **20% reduction in work-related incidents by FY 2029–30**.

2. Regular Health Check-ups for All Employees

ASIL provides periodic medical check-ups to ensure early detection of health risks and targets **100% coverage of employees by FY 2029–30**.

3. Ergonomic Risk Reduction

The company actively works to reduce physical strain and improve ergonomic conditions at worksites, targeting a **1.5% reduction in ergonomic risk factors by FY 2029–30**.

4. Mental Health & Counselling Support

ASIL commits to establishing mental health awareness programmes and confidential counselling services to support emotional and psychological well-being.

5. Fair Working Conditions (Working Hours & Breaks)

Employees benefit from flexible working arrangements, including a **compressed 48-hour workweek** and **100% compliance with break-time requirements**, ensuring work-life balance.

6. Overtime Compensation

ASIL ensures all overtime is fairly compensated in accordance with legal and company standards, ensuring transparency and fairness in pay practices.

7. Enhanced Healthcare Coverage

The company aims to expand access to healthcare benefits and targets a **20% increase in employees eligible for health care coverage by FY 2029–30**.

8. Employee Engagement & Feedback Programme

ASIL runs employee surveys and commits to acting on **80% of actionable feedback**, aiming for **85% positive satisfaction responses** by FY 2029–30.

9. Training & Development

Employees benefit from skill-building programmes, with a goal to increase overall training hours by **25% by FY 2029–30**, and raise internal promotions by **20%** in the same period.

10. Equal Opportunity & Anti-Discrimination Protections

ASIL enforces strict zero-tolerance against discrimination, harassment or abuse and ensures all employees receive annual diversity and anti-harassment training.

11. Family-Friendly Work Culture

The company promotes work-life balance for all employees through fair working conditions, inclusive policies, and flexible scheduling (where operationally feasible).

12. Collective Bargaining & Social Dialogue

Employees benefit from fair and transparent collective bargaining processes. ASIL also commits to **quarterly social dialogue meetings**, ensuring 100% participation by FY 2029–30.

13. Grievance Redressal Mechanism

ASIL maintains an accessible grievance system for reporting workplace issues, with a target to resolve **80% of concerns within 15 business days**.

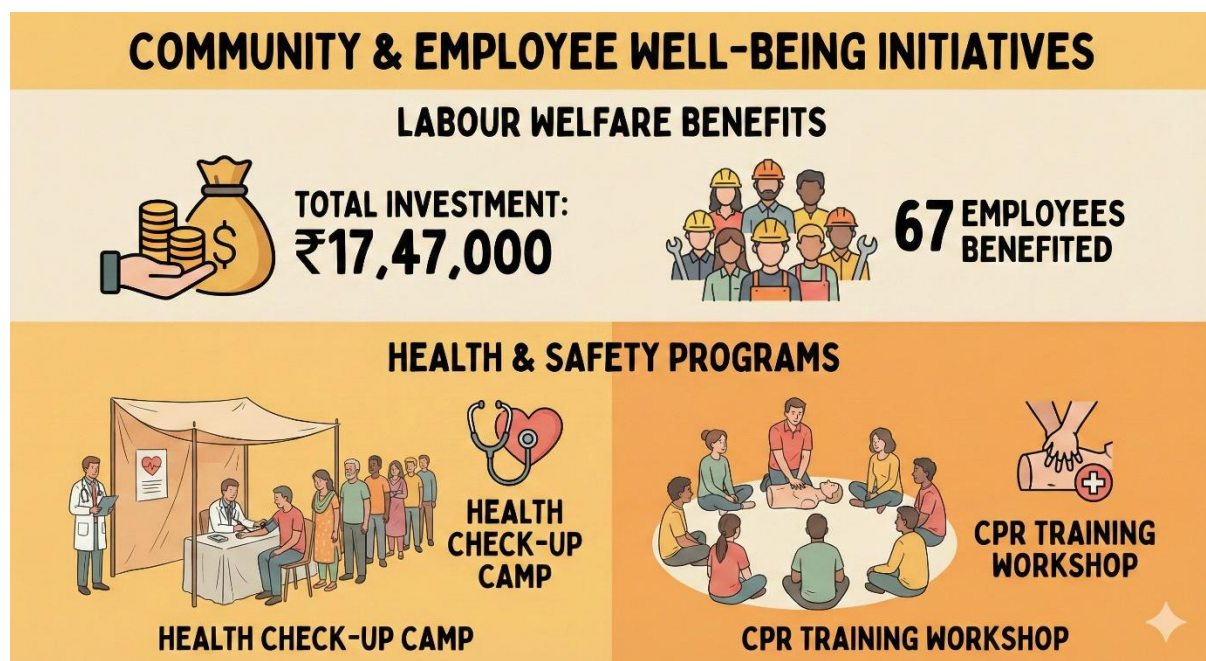
14. Protection from Child & Forced Labour

Employees are guaranteed a safe and ethical workplace with annual third-party audits to ensure **zero cases** of child, forced, or compulsory labour.

15. Human Rights Awareness for Employees & Suppliers

ASIL provides human rights training for all staff and key suppliers, aiming for **100% training completion** by FY 2029–30.

Welfare Initiatives



During FY 2024–25, ASIL continued strengthening its commitment to employee well-being through structured labour welfare benefits, health initiatives, and safety programmes. A total of **67 employees** received **Labour Welfare Benefits amounting to ₹17,47,000**, reflecting the company's focus on equitable support and financial security for its workforce. To promote preventive healthcare and early diagnosis, ASIL organised **four Health Check-up Camps** across its facilities during the year, enabling **medical examinations for 50 employees**. These camps included general health assessments, diagnostic screenings, and follow-up advisory support.

ASIL – First Aid & CRP Training



In addition to routine medical check-ups, ASIL also conducted **First Aid and CPR training sessions**, ensuring employees are equipped to respond to workplace emergencies. Photographs documenting these health check-up camps and life-saving training sessions demonstrate the company's active, hands-on approach to employee safety and health awareness.

Together, these initiatives reinforce ASIL's broader health and safety commitments outlined in its Labour & Human Rights Policy, including its long-term targets to reduce workplace incidents, enhance ergonomic safety, and support physical and mental well-being across the organisation.

Diversity & Inclusion



Diversity & Inclusion

At ASIL we are committed to building a workplace founded on equality, fairness, and respect — values that are deeply embedded in our Labour & Human Rights Policy and aligned with responsible business standards. We maintain a **zero-tolerance policy against all forms of discrimination, harassment, and abuse**, whether physical, psychological, or verbal, ensuring that every individual is treated with dignity and protected from unfair conduct. This forms the foundation of a safe and inclusive environment where all employees can thrive.



To strengthen awareness and embed inclusive behaviour across the organisation, we have implemented a structured training framework that requires **100% of employees and managers to complete annual diversity, inclusion, and anti-harassment training by FY 2025-26**. These programmes reinforce respectful behaviour, educate employees on identifying and reporting discrimination, and build a culture grounded in fairness and integrity.

We also track workplace inclusivity through **annual employee surveys**, aiming for a **90% positive response rate by FY 2029–30**, ensuring that our employees consistently experience an inclusive and discrimination-free environment. To support this commitment, we conduct **biannual audits of hiring, promotion, and remuneration practices**, with the objective of achieving **zero findings of bias or unequal treatment by FY 2029–30**. These audits help maintain transparency and ensure that every employee has equal access to opportunities based on merit.

To further strengthen representation, we have set a goal to **increase the participation of underrepresented groups in leadership roles by 25% by FY 2025–26**, using FY 2022–23 as the baseline. This strengthens diversity at decision-making levels and ensures that our leadership better reflects the workforce we serve.

Employee Development, Training & Skill Enhancement



We recognise that continuous learning and professional development are essential to building a capable, future-ready workforce. Our commitment to training and upskilling is embedded in our Labour & Human Rights Policy, where we have established clear, measurable targets to strengthen employee capability and create long-term value for both our people and the organisation. We aim to increase overall training hours for employees and workers by 25% by FY 2029–30, compared to our FY 2022–23 baseline, and to ensure that learning opportunities are accessible, relevant and aligned with operational needs.

During FY 2024–25, we continued strengthening our training efforts, delivering structured learning programmes across safety, technical skills, leadership development and compliance. Based on our internal ESG KPI roadmap, our training performance exceeded planned expectations in several areas, with examples such as 166 hours of planned training achieved vs 178.5 hours delivered and 182 hours planned vs 218.5 hours delivered across departments. These results reflect our commitment to not only meeting but surpassing annual capability-building targets and ensuring that employees across all functions receive relevant, high-quality skill enhancement.

EMPOWERING OUR WORKFORCE: CONTINUOUS LEARNING & FUTURE-READY TALENT DEVELOPMENT

ESG Sustainability Focus: Employee Training, Upskilling & Internal Talent Mobility (FY 2022–23 to FY 2029–30)



In line with our commitment to uplift internal talent, we have also set a target to achieve a 20% increase in internal promotions by FY 2029–30 and to ensure that 80% of open roles are offered internally before considering external candidates. This approach strengthens retention, encourages career progression and helps us recognise the potential within our existing workforce.

To build a more resilient and knowledgeable team, we continue investing in technical training for operational roles, safety-focused learning for frontline employees and behaviour-based programmes that strengthen ethics, human rights and inclusion. We also ensure that 100% of employees receive mandatory awareness training in critical areas, including labour rights and the prevention of child, forced and compulsory labour, reinforcing our commitment to ethical and responsible operations.

Employee Health & Safety



Employee Health & Safety

The health, safety, and well-being of our employees remain our top priority. With a large workforce operating across steel melting units, rolling mills, wire drawing divisions, logistics operations, and heavy industrial environments, we recognise the inherent risks associated with our sector. This is why we take proactive, structured measures to protect our people and foster a culture where safety is everyone's responsibility.

We are proud to operate under the ISO 45001 Occupational Health & Safety Management System, which guides our structured approach to hazard identification, risk control, and prevention-focused practices across all sites.

Our Health & Safety framework is built on continuous monitoring, regular inspections, and timely interventions. We conduct monthly Safety Committee meetings at each plant, led by site leadership teams and supported by our central Health & Safety function. These committees review site observations, near-miss reports, workplace risks, incident analysis, and progress against safety improvement plans. This structured oversight ensures that safety remains integrated into everyday operational decision-making.

To strengthen accountability and consistency, our sites undergo routine internal audits conducted by trained Health & Safety professionals. These audits cover all shop-floor production units, utility areas, warehouses, contractor zones, and transport movement corridors. Findings are tracked through corrective action plans to ensure timely closure and continuous improvement.

We have invested substantially in building an experienced Health & Safety team, with dedicated professionals trained in industrial safety, emergency response, machinery guarding protocols, and risk assessments. The team drives awareness campaigns, toolbox talks, high-risk activity controls, and safety behaviour programmes throughout the year.

Employee training remains a key pillar of our safety culture. We conduct regular sessions on first aid, fire safety, equipment handling, chemical safety, work-at-height procedures, and personal protective equipment compliance. This is complemented by periodic health camps, wellness checks, and on-site medical support to promote physical well-being.

Our Community



Our Community

ASIL Limited reaffirms its deep-rooted commitment to Corporate Social Responsibility. Guided by the principles set forth in the Companies Act, 2013, the Company integrates social responsibility into its core values and long-term strategy. This commitment reflects the belief that sustainable business growth is inherently linked with the well-being of the communities it serves.

The Company's CSR vision focuses on fostering societal value creation, improving quality of life, and contributing to inclusive growth through impactful and ethical initiatives.

CSR Expenditure

Over the last three financial years, ASIL Limited has invested approximately ₹7 crores in various CSR activities. This sustained contribution underscores the Company's dedication to community upliftment, equitable development, and long-term welfare.



CSR Focus Areas and Key Initiatives

The Company's CSR programs are structured around three core themes: Education, Healthcare, and Community Welfare.

A. Promoting Education



ASIL Limited actively supports organizations committed to advancing education and helping underprivileged sections of society. These contributions aim to broaden access to learning, empower youth, and encourage holistic development.

Key beneficiary institutions include:

- **Sankat Mochan Hanuman Sewa Trust**
- **Noble Foundation**
- **The Rock Foundation**
- **Sh. Sat Parkash & Kanta Jain Charitable Trust**
- **Other similar educational and charitable organizations**

Through these partnerships, the Company helps bridge educational gaps and provides essential support to institutions engaged in academic upliftment.

B. Supporting Healthcare



Healthcare remains a critical pillar of the Company's CSR framework. The Company contributes to institutions that enhance healthcare accessibility, strengthen medical infrastructure, and provide essential medical services to underserved communities.

Major contributions include support to:

- **Deepak Hospital**
- **DMC & Hospital Managing Society**

These efforts help improve healthcare capacities and ensure timely medical assistance to those in need.



C. Community Welfare and Other Initiatives



Beyond education and healthcare, the Company supports diverse social, cultural, and charitable organizations that work towards overall community welfare and sustainable development.

Beneficiaries include:

- **ISKCON**
- **Om Shri Sai Sewa Trust**
- **Harit Kumbh Abhiyan**
- **Additional grassroots social organizations**

These contributions help promote cultural preservation, community engagement, and holistic growth.



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आरती स्टील समूह ने बाढ़ पीड़ितों के लिए दिए 5 लाख

DATE
Sep 03
09AM

लुधियाना : आरती स्टील इंटरनेशनल के चेयरमैन महेश मित्तल ने बाढ़ से प्रभावित लोगों के लिए DC हिमांशु जैन को दिया 5 लाख का योगदान, CA कृष ने सौंपा चेक .



CASH DONATION TO THE DISTRICT ADMINISTRATION TO SUPPORT FLOOD FLOOD-AFFECTED AREA AND PEOPLE IN PUNJAB, INDIA



JAN HETAISHI
A Venture of UTURN TIME

आरती इंटरनेशनल ग्रुप ने बाढ़ पीड़ितों के लिए दिए 20 लाख

DATE
Sep 25
5:30PM

आरती इंटरनेशनल स्टील ग्रुप के चेयरमैन महेश मित्तल की और से सीईओ कृष्ण कुमार ने CM मान को बाढ़ पीड़ितों के लिए सौंपे 20 लाख .



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CASH DONATION TO THE CHIEF MINISTER OF PUNJAB TO SUPPORT FLOOD FLOOD-AFFECTED AREA AND PEOPLE IN PUNJAB, INDIA.

Commitment to Sustainable Development



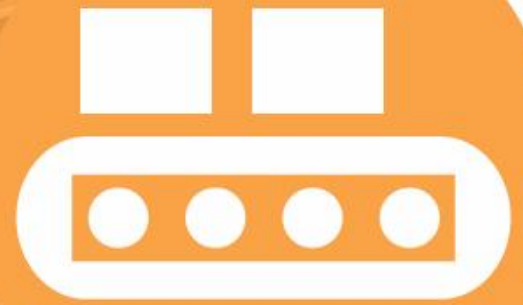
Commitment to Sustainable Development

ASIL Limited remains dedicated to strengthening its CSR impact by identifying new opportunities for collaboration, expanding its social initiatives, and continuously improving its contribution to society.

The Company will continue to align its CSR strategy with national development priorities and community needs, ensuring meaningful and lasting outcomes.

Through its targeted investments in education, healthcare, and community welfare, ASIL Limited continues to uphold its responsibility as a socially conscious corporate entity. The Company reaffirms its commitment to fostering inclusive, sustainable growth and positively influencing the communities it serves.

Our Supply Chain



Sustainable Supply Chain & Responsible Procurement

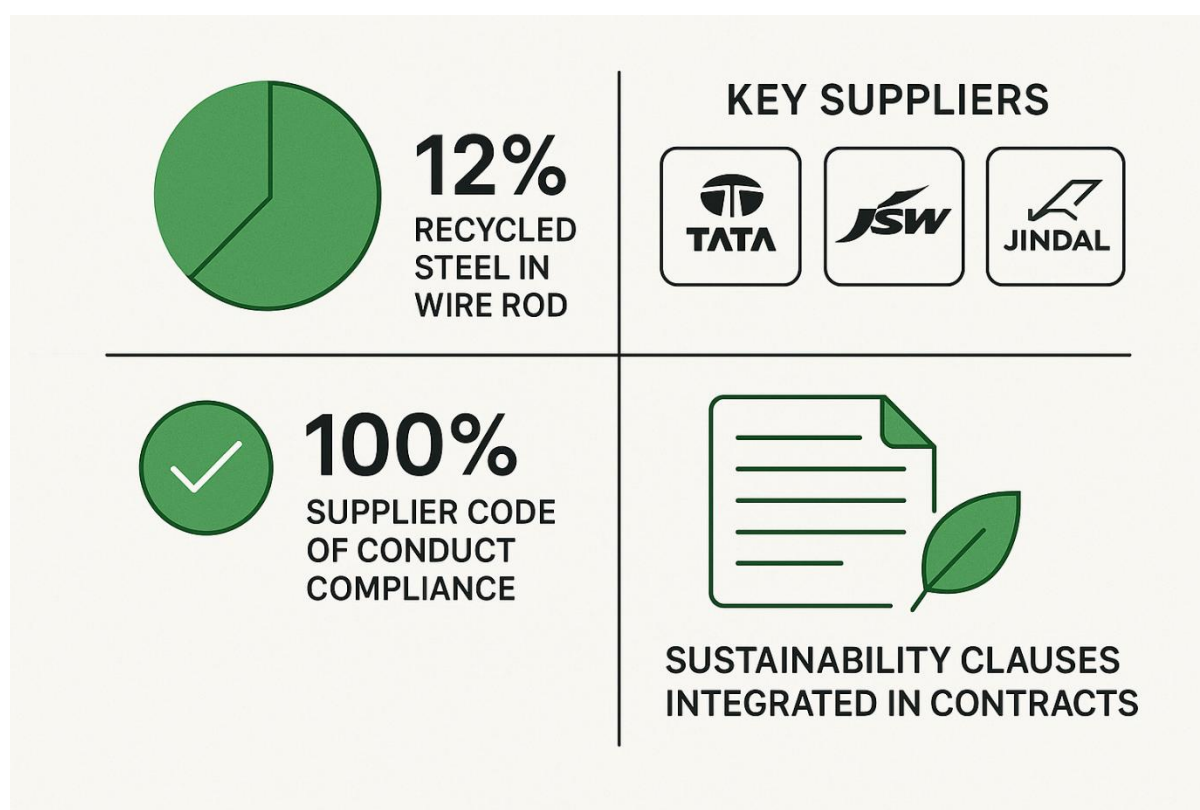
Our supply chain is central to our ability to manufacture high-quality steel and wire products, and it represents a significant component of our economic, environmental and social footprint. At ASIL Limited, we recognise that responsible sourcing, ethical procurement, and supplier engagement play a vital role in ensuring the long-term sustainability and resilience of our operations. Our value chain spans the procurement of raw materials such as wire rods, ferro alloys, and industrial inputs, followed by energy-intensive processes across steel melting, rolling, wire drawing, heat treatment, and logistics. Each stage depends on trusted suppliers and service partners who share our commitment to quality, reliability and sustainability.



A key pillar of our responsible sourcing strategy is our focus on circularity and resource efficiency. We procure wire rod containing **12% recycled steel**, thereby reducing our reliance on virgin inputs and supporting the broader transition to a circular materials economy within the steel sector. To maintain consistent quality and ensure responsible production standards, our major raw material suppliers include industry leaders such as **Tata Steel**, **JSW Steel**, and **Jindal Steel & Power Limited**, each of whom has well-established sustainability frameworks and environmental commitments. Working with these suppliers enables us to maintain traceability, consistency, and operational stability across our production units.

Responsible Procurement

Our Sustainable Procurement Policy guides the management of environmental stewardship, labour and human rights, business ethics, and compliance across our entire supplier ecosystem. We require all suppliers to align with our Supplier Code of Conduct, and we have achieved **100% supplier agreement** across our key supplier categories. In addition, sustainability-related clauses — covering environmental compliance, safety, ethical business practices, and labour rights — have been integrated into **100% of our priority contracts**, ensuring that ESG expectations are embedded from the outset of the commercial relationship. These clauses help establish uniform standards and ensure that suppliers understand and comply with our expectations from the point of engagement.



We continue to strengthen visibility across our supply base through regular ESG and CSR assessments. Our ESG roadmap shows a progressive increase in supplier evaluations, with assessments rising from **3% to 5% to 15% and up to 50%** across identified key categories. These evaluations assess supplier practices on environmental performance, safety standards, labour conditions, and compliance. Remarkably, the assessments conducted during this period identified **zero non-conformities** for most supplier categories, with only isolated findings requiring corrective actions. In such instances, suppliers were guided through structured corrective action plans, and all issues were closed within the designated timelines.

A central enabler of our responsible procurement system is the capability of our internal teams. To ensure that sustainability expectations are consistently applied, **100% of our buyers received training** on sustainable procurement practices and ESG-linked sourcing criteria. This ensures that our procurement teams integrate environmental risk management, ethical standards, labour considerations, and regulatory compliance into supplier selection, evaluation, and ongoing monitoring. Our Sustainable Procurement Policy further outlines expectations around risk screening, supplier due diligence, responsible raw material sourcing, anti-bribery practices, environmental monitoring and supplier engagement forming a robust framework for managing procurement risks and driving continuous improvement in supplier performance.

Beyond compliance and monitoring, our supplier strategy emphasises long-term partnership and capability building. We actively work with suppliers to improve their sustainability maturity, encouraging them to reduce environmental impact, enhance occupational health and safety standards, and adopt circularity principles such as material recycling and energy efficiency. Our goal is to support suppliers in aligning with global sustainability benchmarks and to drive improvements across the value chain. We also plan to expand supplier engagement through sustainability workshops, annual performance reviews, and the introduction of sustainability-linked evaluation metrics that reward responsible practices.

Looking ahead, we aim to evaluate **100% of our key suppliers** on ESG criteria by FY 2029–30, strengthen the procurement of recycled materials, and increase the adoption of sustainable resources across our value chain. We are committed to deepening our responsible sourcing practices, advancing supply chain transparency, and strengthening due diligence processes across environmental, labour and ethical dimensions. These efforts not only enhance compliance and reduce operational risks but also contribute to broader sustainability outcomes such as emissions reduction, circularity, and strengthened social responsibility.

Through these actions, we aim to build a supply chain that is ethical, transparent, resilient and aligned with global sustainability expectations one that supports our long-term growth while contributing positively to the environment, the communities we engage with, and India's sustainable industrial future.

Ethics and Governance



At **ASIL**, our Board of Directors has established a comprehensive set of corporate governance policies designed to ensure ethical, transparent, and responsible management across all areas of our operations. These policies provide clear guidance on essential governance topics including Anti-Bribery and Corruption, Conflict of Interest, Fair Competition, Prevention of Money Laundering, Information Security, and Whistleblowing. Together, they form a robust governance framework that supports integrity, accountability, and compliance throughout the organisation.

To maintain their relevance and effectiveness, these governance policies undergo regular reviews by our compliance and legal teams, ensuring alignment with evolving regulatory requirements and the operational needs of ASIL. Through this structured approach, we remain committed to upholding the highest standards of corporate ethics and fostering a culture of trust, transparency, and responsible conduct at all levels of the company.

Corporate Governance

To promote awareness and consistent compliance, we have established clear communication channels that allow employees, contractors and other stakeholders to easily access and understand our governance policies, starting from the induction stage. All new joiners are introduced to our core policies on ethics, conduct and compliance, and periodic refresher sessions help reinforce expectations across the organisation. These efforts strengthen our governance framework by fostering transparency, accountability and responsible behaviour in every area of our operations.

All governance policies are issued at the ASIL level and are applicable across all business units and functions, ensuring uniform standards of conduct and equitable treatment for employees at every site. By maintaining this structured and accessible framework, we ensure that our people are supported in making ethical decisions, and that the organisation remains protected through consistent and compliant practices.



A circle of continuous improvement is applied to ensure good governance and ethical business practice.



Ethics isn't just a policy at ASIL

— it is a way of working.

Our governance practices protect our people, our business, and our partners through strong anti-corruption measures, transparent reporting channels, responsible data handling, and fair competition principles. Every action we take reflects our dedication to doing what is right, not just what is required.

With robust oversight and continuous improvement, ASIL ensures that trust, fairness, and responsibility guide our journey forward.

Anti-Bribery and Corruption Policy

ASIL upholds the highest ethical standards with a zero-tolerance Anti-bribery and Anti-corruption policy, prohibiting any form of bribery by employees, affiliates, or suppliers. No incidents of corruption or bribery were reported in 2024 within our own organisation

Whistleblowing Policy

ASIL promotes transparency and accountability through its Whistleblower Policy, allowing stakeholders to report concerns about unethical behaviour or policy violations across all subject areas without fear of retaliation. All reports are confidentially reviewed, ensuring necessary action. There were zero reports under the Whistleblowing Policy in 2024.

Quality Policy

The ASIL Quality Policy outlines the company's commitment to delivering high-quality products and services through continual improvement and compliance with ISO 9001 standards. It emphasises meeting customer expectations, adhering to relevant legislation, and ensuring all colleagues follow quality responsibilities. The policy includes regular reviews, audits, and communication to maintain high standards of service and product delivery.

Anti-Competition Policy

The ASIL Competition Policy ensures compliance with competition laws, prohibiting practices like price fixing and bid rigging. It promotes fair business conduct and encourages reporting concerns without fear of retaliation.

Data Security Policy

Our Information Security Policy safeguards all company data and operational information against unauthorised access, breaches, and system disruptions. Aligned with the Information Technology Act, 2000 and the IT Security Rules, 2011, we apply strong controls to ensure confidentiality, integrity, and availability of information across all functions. Regular reviews are carried out by our IT and compliance teams to keep the policy updated and responsive to emerging risks. As a predominantly B2B organisation, the amount of personal data we hold is limited, and we are pleased to report zero data breaches during FY 2023–24.

Conflict Of Interest Policy

A Conflict of Interest occurs when someone's personal interests' conflict with their responsibility to act in the lawful best interests of the business. Introduced in 2024, this policy assists with the process of declaring interests and enabling businesses to manage them, given the complex relationships across our industry sector.

Anti Money Laundering Policy

The newly introduced Anti-Money Laundering Policy outlines how the Business and its staff will manage money laundering risks, through supporting Risk Assessment processes; principles and comply with the relevant legislation

ANNEX

Section A: Comprehensive GRI Explanations (All ESG Areas)

GRI 305 – Emissions

Covers Scope 1, 2, 3 GHG emissions, including direct emissions from fuel use, indirect emissions from electricity, and other value chain emissions. ASIL measures these annually to track decarbonisation progress, evaluate operational efficiency, and meet customer disclosure requirements.

GRI 302 – Energy

Includes total energy consumption, energy intensity, fuel use, electricity use and renewable energy. This aligns with ASIL's energy efficiency programme and supports reduction targets outlined in its ESG roadmap.

GRI 303 – Water & Effluents

Requires reporting on water withdrawal, consumption, discharge quality, recycling, and treatment. ASIL reports volume consumed, water intensity, effluent quality (COD/BOD/TSS), and recycling rates.

GRI 304 – Biodiversity

Focuses on operational impact on natural habitats, species protection, and land conservation. ASIL reports land areas dedicated to biodiversity, species supported and any ecosystem impacts.

GRI 306 – Waste

Addresses waste generated, hazardous vs non-hazardous classification, recycling, diversion and disposal. ASIL tracks total waste, hazardous waste, recovery, and improvements to segregation and safe handling.

GRI 401 – Employment

Covers hiring, turnover, wages, employee benefits and labour conditions. ASIL reports attrition, local hiring, wage levels, and compliance with minimum and living wages.

GRI 403 – Occupational Health & Safety

Requires reporting on injury rates, safety programmes, committees, risk assessments and preventative controls. ASIL tracks LTI rates, near-miss reporting, training hours, and compliance with ISO 45001.

GRI 404 – Training & Education

Includes training hours, skill development, career development reviews and capability-building. ASIL reports training hours, awareness sessions, career management support.

GRI 405 – Diversity & Equal Opportunity

Focuses on gender diversity, workforce representation, leadership diversity and equal opportunity. ASIL reports gender representation across workers, executives, board and organisation-wide.

GRI 408/409 – Child & Forced Labour

Requires disclosure of policies, assessments, and incidents of child or forced labour. ASIL maintains zero cases and conducts annual human rights assessments.

GRI 412 – Human Rights Assessment

Covers human-rights screening, training and grievance mechanisms. ASIL evaluates 100% of sites and trains employees on labour rights.

GRI 205 – Anti-Corruption

Reports anti-bribery systems, training and incidents. ASIL maintains zero cases and provides anti-corruption training.

GRI 206 – Anti-Competitive Behaviour

Covers compliance with competition law. ASIL reinforces fair trade practices and reports zero violations.

GRI 414 – Supplier Social Assessment

Examines supplier screening on social impacts. ASIL evaluates suppliers on labour, H&S, ethics and ESG compliance.

GRI 416 – Customer Health & Safety

Covers product safety impacts, complaints and regulatory compliance. ASIL maintains zero complaints and conducts customer safety training.

Section B: GRI Explanations Aligned to ASIL ESG Chapters

1. Environment

GRI 305 – Emissions

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

GRI 302 – Energy

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

GRI 303 – Water

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

GRI 306 – Waste

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

GRI 304 – Biodiversity

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

GRI 305-7 – Air Emissions

Detailed explanation as provided in Section A, contextualised to ASIL's environmental performance and targets.

2. Social

GRI 401 – Employment

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

GRI 403 – Occupational Health & Safety

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

GRI 404 – Training & Education

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

GRI 405 – Diversity & Equal Opportunity

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

GRI 408/409 – Child & Forced Labour

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

GRI 412 – Human Rights

Detailed explanation as provided in Section A, aligned with ASIL workforce, labour rights, and people strategy.

3. Governance**GRI 205 – Anti-Corruption**

Detailed explanation as provided in Section A, aligned with ASIL's governance, ethics and supply chain systems.

GRI 206 – Anti-Competitive Behaviour

Detailed explanation as provided in Section A, aligned with ASIL's governance, ethics and supply chain systems.

GRI 414 – Supplier Social Assessment

Detailed explanation as provided in Section A, aligned with ASIL's governance, ethics and supply chain systems.

GRI 416 – Customer Health & Safety

Detailed explanation as provided in Section A, aligned with ASIL's governance, ethics and supply chain systems.

ESG KPI ROADMAP

Environmental (E)

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

Social (S)

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

Governance (G)

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

RESPONSIBILITIES


- The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.
- The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.
- The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieving the set targets.


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


The current review cycle is aligned with our annual target completion deadline, set for 31st March 2026 and 31st March 2029, respectively for the calendar year FY 24-25 & FY 29-30. This deadline serves as a critical benchmark for evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.


ENVIRONMENTAL					
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq) 5% Reduction	Scope 1 GHG (tCO ₂ eq) 15% Reduction	Scope 1 GHG (tCO ₂ eq) 25% Reduction	13 CLIMATE ACTION 
	6042.12	5740.01/ 5873.93	5135.80/5737	4531.59	
	Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq) 5% Reduction	Scope 2 GHG (tCO ₂ eq) 15% Reduction	Scope 2 GHG (tCO ₂ eq) 25% Reduction	
	18396.11	17476.30/17402.68	15636.69/19841	13797.08	
	Scope 3 GHG (tCO ₂ eq)	Scope 3 GHG (tCO ₂ eq) 5% Reduction	Scope 3 GHG (tCO ₂ eq) 15% Reduction	Scope 3 GHG (tCO ₂ eq) 25% Reduction	
	13467.63	12794.249/13768.20	11447.48/16610	10100.72	
	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	
	7004.59	6654.36/7037.52	5953.90/7145	5253.44	
	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	
	2478.79	2354.85/ 2790.70	2106.97/2856	1859.09	
	People Trained on GHG (Manhours)	People Trained on GHG (Manhours) (Target / Actual)	# People Trained on GHG (Manhours) (Target / Actual)	People Trained on GHG (Manhours) (Target / Actual)	
	16	50/70	300/80	500/	


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.


Environmental Complaints	# of Complaints NIL	# of Complaints NIL / NIL	# of Complaints NIL / NIL	# of Complaints NIL	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001 100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%	
	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%/100%	% of operational sites for an environmental risk assessment has been conducted 100%	
Energy	Total Electricity consumption (in GJ) (Target / Actual) 108977.91	Total Electricity consumption (in GJ) (Target / Actual) 103529.01/109609.46	Total Electricity consumption (in GJ) (Target / Actual) 92631.22/107808	Total Electricity consumption (in GJ) 81733.43	
	Total Fuel consumption (in GJ) 1038.74	Total Fuel consumption (in GJ) (Target / Actual) 986.80/ 1908.32	Total Fuel consumption (in GJ) (Target / Actual) 2032/1980	Total Fuel consumption (in GJ) (Target / Actual) TBD	
	Total Energy consumption (in GJ) (Target / Actual) 95146	Total Energy consumption (in GJ) (Target / Actual) 92291.62/ 91605.74	Total Energy consumption (in GJ) (Target / Actual) 30000 /70881	Total Energy consumption (in GJ) 25000/	
	Total Renewable Energy Consumption (in Kwh) NIL	Total Renewable Energy Consumption (in Kwh) NIL / NIL	Total Renewable Energy Consumption (in Kwh) NIL / NIL	Total Renewable Energy Consumption (in Kwh) 4000	

	Energy Intensity (GJ/MT product produced.) 1.87	Energy Intensity (GJ/MT product produced.) 1.8/ 1.74	Energy Intensity (GJ/MT product produced.) 1.5/ 2.14	Energy Intensity (GJ/MT product produced.) 1	
	Renewable Energy against Total Energy (%) 0 %	Renewable Energy against Total Energy (%) 0% / 0%	Renewable Energy against Total Energy (%) 0% / 0%	Renewable Energy against Total Energy (%) TBD	
	People Trained on Energy Efficiency (Manhours) 40	People Trained on Energy Efficiency (Manhours) (Target / Actual) 60 / 70	People Trained on Energy Efficiency (Manhours) (Target / Actual) 200/80	People Trained on Energy Efficiency (Manhours) (Target / Actual) 500	
Water	Total Water consumption (in Kilo Litres / Year) 66440	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 60000/ 84248	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 60000/79826	Total Water consumption (in Kilo Litres / Year) (Target / Actual) TBD	<div>6 CLEAN WATER AND SANITATION</div> 
	Total amount of water recycled and reused (in Kilo Litres / Year) 29271	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual) 30000 /23632	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual) 40000 / 29451	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual) TBD	
	Total Rain Water Harvested (in Kilo Litres / Year) Nil	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 0/Nil	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 0/Nil	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) TBD/	

	Total water consumption per employee (in KL / Employee / Day) 8.08	Total water consumption per employee (in KL / Employee) (Target / Actual) 8 / 9.37	Total water consumption per employee (in KL / Employee) (Target / Actual) 7/8.31	Total water consumption per employee (in KL / Employee) (Target / Actual) 6	<div>6</div> <div>CLEAN WATER AND SANITATION</div> 
	Total Water Treated (In % of Total Water consumption) 36.71%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 40% / 28.05%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 50%/36.89%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 60 %	
	Water Intensity (Water consumed KL / Product Produced MT.) 7.65	Water Intensity (Water consumed KL / Product Produced MT.) 7.50 / 7.48	Water Intensity (Water consumed KL / Product Produced MT.) 7/ 7.35	Water Intensity (Water consumed KL / Product Produced MT.) 5	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <10	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100/ 9	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100/6.97	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100/	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 32.9	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 30	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 9.7	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /	

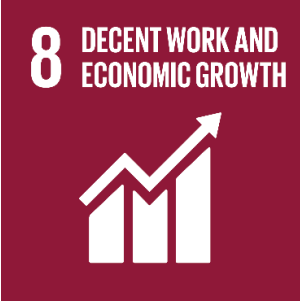
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 357	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250/ 234	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 352	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 19	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 15	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 38	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	
	People Trained on Water Efficiency (Manhours) 150	People Trained on Water Efficiency (Manhours) 250/260	People Trained on Water Efficiency (Manhours) 300/270	People Trained on Water Efficiency (Manhours) 450	
Air Pollution	SO ₂ (µg /m ³) (Limit /Result) 12.49	SO ₂ (µg /m ³) (Limit /Result) 80/8	SO ₂ (µg /m ³) (Limit /Result) 80/12	SO ₂ (µg /m ³) (Limit /Result) 80/	<div>13 CLIMATE ACTION</div> 
	NO _x (µg /m ³) (Limit /Result) 23.36	NO _x (µg /m ³) (Limit /Result) 80/26	NO _x (µg /m ³) (Limit /Result) 80 / 24	NO _x (µg /m ³) (Limit /Result) 80/	
	PM ₁₀ (µg /m ³) ambient air (Limit /Result) 75.83	PM ₁₀ (µg /m ³) ambient air (Limit /Result) 100 / 72	PM ₁₀ (µg /m ³) ambient air (Limit /Result) 100 / 81	PM ₁₀ (µg /m ³) ambient air (Limit /Result) 100 /	

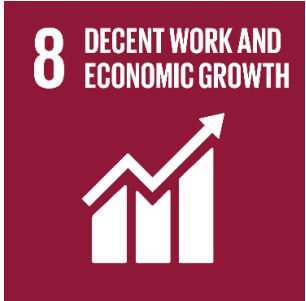
	PM2.5 (µg /m³) ambient air (Limit /Result)	PM2.5 (µg /m³) ambient air (Limit /Result)	PM2.5 (µg /m³) ambient air (Limit /Result)	PM2.5 (µg /m³) ambient air (Limit /Result)	
	34.06	60 / 37	60 / 42	60 /	
	Ammonia (µg /m³) (Limit /Result)	Ammonia (µg /m³) (Limit /Result)	Ammonia (µg /m³) (Limit /Result)	Ammonia (µg /m³) (Limit /Result)	
	400 / 56	400 / 21	400 / 21	400 /	
	Lead (µg /m³) (Actual /Limit)	Lead (µg /m³) (Actual /Limit)	Lead (µg /m³) (Actual /Limit)	Lead (µg /m³) (Actual /Limit)	
	BDL/1.0	BDL/1.0	BDL/0.004	BDL/1.0	
	Ozone (µg /m³) (Actual /Limit)	Ozone (µg /m³) (Actual /Limit)	Ozone (µg /m³) (Actual /Limit)	Ozone (µg /m³) (Actual /Limit)	
	10.5/180	25 / 180	24 / 180	/ 180	
Light	Cases of Non- Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non- Compliance of IS – 3646 Standard Part – III	13 CLIMATE ACTION 
	NIL	NIL / NIL	NIL / NIL	NIL	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	72	71.70 /75	79.1 /75	/75	
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	68	65 / 70	67 /70	/70	

Biodiversity Conservation	Number of native species supported (Target / Actual) 0	Number of native species supported (Target / Actual) 5 / 0	Number of native species supported (Target / Actual) 10 / 0	Number of native species supported (Target / Actual) 10 /	
	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	
	Complaints received on Biodiversity 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) (Target / Actual) 1496.55	Total Waste Generated (in Metric Tonnes) (Target / Actual) 1400/ 2053.09	Total Waste Generated (in Metric Tonnes) (Target / Actual) 2761.61	Total Waste Generated (in Metric Tonnes) (Target / Actual) TBD	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>
	Total Hazardous Waste Generation (in Metric Tonnes) 890.91	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 800/1389.68	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1434	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) TBD	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 605.64	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 550/663.42	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 711.02	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) TBD	

	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	
	0	10/ 0	10/0	10 /	
Product End of Life	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	
	0	1 / 1	5/1	5	
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	
	5%	15% / 22%	30% / 25%	100% /	
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	
	50%	100% / 100%	100% / 100%	100% /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	
	5%	7% / 8%	15% / 10%	25% /	


	% of company's customer base has actively engaged in sustainable consumption practices 30%	% of company's customer base has actively engaged in sustainable consumption practices 50% / 50%	% of company's customer base has actively engaged in sustainable consumption practices 75% / 70%	% of company's customer base has actively engaged in sustainable consumption practices 100% /	
Training	% of total workforce received training on environmental issues(22-23) 60%	% of total workforce received training on environmental issues (Target / Actual)23-24 80%/85%	% of total workforce received training on environmental issues (Target / Actual)(24-25) 100%/ 90%	% of total workforce received training on environmental issues (Target / Actual)(25-26) 100%	

Social					
ESG Area	FY 2022–23 Baseline	FY 2023–24 Performance	FY 2024–25 Performance	FY 2029–30 Target	UN - SDGs
Employment	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL /	
	Force Labour (%) (Target / Actual) NIL	Force Labour (%) (Target / Actual) NIL / NIL	Force Labour (%) (Target / Actual) NIL / NIL	Force Labour (%) (Target / Actual) NIL /	
	Attrition Ratio (%) 17%	Attrition Ratio (%) (Target / Actual) 15%/12%	Attrition Ratio (%) (Target / Actual) 10%/ 12.12%	Attrition Ratio (%) (Target / Actual) 5% /	


	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	
	158	166/ 178.5	182/ 218.5	198/	
	Average Training Hours per employee	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	
	5	7/7	15/	20/	
	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	
	13856	14964/14789	20,150/ 15000	30,000/	
	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	
	11194	12089/11938	16000/ 12000	17000/	
	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	
	10008	10088/10854	6500/ 11400	8000/	
	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	Employees Above Living wage rules	
	100%	100%	100%	100%	

	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	Subcontractor’s Workers Covered under Minimum Wage / Living wage rules	
	100%	100%	100%	100%	
	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	
	20%	30%/33%	40%	50%	
	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	
	1.5%	2% / 3%	3% / 3%	5% /	
	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	
	0%	1% / 0%	2%/ 0%	2%/	
	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	
	1%	1.5%/1.7%	2%/ 3.6%	5%/	
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	
	1.6%	3%/3.2%	5% / 3.5%	10%	


	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	
	100%	100%/100%	100%/100%	100%/	
	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	
	0.00	0.00 / 0.95	0.00/ 3.38	0.00	
	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	
	0.00	0.00 / 0.00	0.00/ 0.00	0.00	
	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	
	0	0 / 2	0 / 2	0 /	
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
	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	
	0	0/80	10/ 43	0/	
	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	
	300	500/535	700/ 346	1000 /	

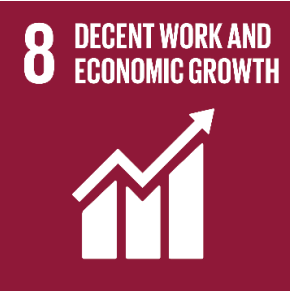
Human Rights	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	
	100%	100%	100%	100%	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	
	0%	0% / 0%	0% / 0%	0%/	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	
	0%	0% / 0%	0% / 0%	0%/	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	
	100 %	100 % / 100%	100 % / 100%	100 %	
	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	
	NIL	NIL	NIL / NIL	NIL /	

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

	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	<div>10 REDUCED INEQUALITIES</div> 
	NIL	NIL	NIL / NIL	NIL	
	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	
	NIL	NIL	NIL / NIL	NIL	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	
	NIL	NIL	NIL / NIL	NIL	
	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	
	0%	0%/0%	0%/0%	0%	
	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	
	55	150/207	350/222	500/	
	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	
	57	100/106	200/80	350	
	Total numbers of employees received	Total numbers of employees received regular performance	Total numbers of employees received regular performance	Total numbers of employees received	

	regular performance and career development reviews.	and career development reviews (Target / Actual)	and career development reviews (Target / Actual)	regular performance and career development reviews (Target / Actual)	
	15	25/29	35/32	50/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	
	0	2/0	5/0	7/	
	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	
	100%	100%/100%	100%/100%	100%/	
	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments (target / Actual)	% of all operational sites cover under human rights impact assessments (target / Actual)	% of all operational sites cover under human rights impact assessments (target / Actual)	
	100%	100%/100%	100%/100%	100%	
	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	
	100%	100%/100%	100%/100%	100%	
	% of the total workforce covered by formal	% of the total workforce covered by formal collective	% of the total workforce covered by formal collective	% of the total workforce covered by formal collective agreements on	


	collective agreements on working conditions	agreements on working conditions (Target / Actual)	agreements on working conditions (Target / Actual)	working conditions (Target / Actual)	
	100%	100%/100%	100%	100%	
Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	<div>5 GENDER EQUALITY</div> <div></div>
	5.5%	8% /7%	10 %/0%	15%	
	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	
	2%	5%/6%	10%/1%	15%	
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	
	1%	5%/ 3%	10%/3%	15%	
	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	
	20%	30 %/ 27%	35%/4%	45%	
	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	


	25%	30%/33%	35%/5%	45%	
	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	
	170	300 / 330	350 / 155	400/	
	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	
	1.5%	10%/12%	15%/13%	25%	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	
	1883808	2000000/2107368	2000000/2283840	TBD	
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	
	100%	100% / 100%	100% / 100%	100%	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	
	NIL	NIL	NIL	NIL	
	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	
	70%	100% / 100%	100% / 100%	100%	

	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL	
Corporate Social Responsibility	# of social initiatives at National and Local level 4	# of social initiatives at National and Local level 5/4	# of social initiatives at National and Local level 5/4	# of social initiatives at National and Local level TBD	


GOVERNANCE					
ESG Area	FY 2022 – 23 Baseline	FY 2023 – 24 Performance	FY 2024 – 25 Performance	FY 2029 – 30 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL/NIL	# of Complaints reported on Corruption & Bribery NIL / NIL	# of Complaints reported on Corruption & Bribery NIL	
	People Trained on Anti-Corruption & Bribery (in Manhours) 150	People Trained on Anti-Corruption & Bribery (in Manhours) 250/230	People Trained on Anti-Corruption & Bribery (in Manhours) 400/160	People Trained on Anti-Corruption & Bribery (in Manhours) 500/	
	# of confirmed corruption incidents NIL	# of confirmed corruption incidents NIL	# of confirmed corruption incidents NIL	# of confirmed corruption incidents NIL	
	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	

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.

	100%	100%/100%	100% / 100%	100%	<div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div> 
Information Management	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	
	100%	100%/100%	100% / 100%	100%	
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	
	NIL	NIL / NIL	NIL / NIL	NIL /	
	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	
	NIL	NIL/ NIL	NIL/ NIL	NIL	
	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	
	100%	100%	100% / 100%	100%	
	User Complaints:	User Complaints:	User Complaints:	User Complaints:	
	NIL	NIL/ NIL	NIL / NIL	NIL	
Value Chain	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	
	3%	5% / 6 %	15 % / 10%	50 %/	
	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	
	3%	5 % /6 %	15 % / 8%	50 %/	

	% of suppliers evaluated for CSR assessment (in %)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)	17 PARTNERSHIPS FOR THE GOALS 
	20%	25 % / 15 %	50 % / 10%	60 %/	
	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 / 1	0 / 1	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	
	0	0	0	0	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	
	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 %)	
	100 %	100 % / 100 %	100 % / 100%	100 %/	
	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	
	100 %	100 % / 90 %	100 % / 90%	100 %/	

	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>
	100 %	100 % / 90 %	100 % / 90%	100 % /	
	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	
	100 %	100 % / 90 %	100 % / 90%	100 % /	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	
	0	0 / 0	0 / 0	0	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	
	NA	NA	NA	NA	
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	
	NIL	NIL	NIL	NIL	
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	
	100 %	100 % / 100 %	100 % / 100%	100 %/	

Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> <div></div>
	90%	100 % / 100%	100% / 100%	100%/	
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	
	100%	100% / 90%	100% / 89%	100%/	
Customer Health and Safety	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	
	NIL	NIL / NIL	NIL / NIL	NIL	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	
Social Dialogue	100%	100% / 100%	100% / 100%	100%	
	# complaints related to use of products	# complaints related to use of products (Target / Actual)	# complaints related to use of products	# complaints related to use of products	
	0	0 / 0	0 / 0	0	
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	
	50%	70 % / 65 %	80 % / 70%	100 %	
	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	

	45%	80% / 70 %	90% / 70%	100%	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	
	55%	100% / 85 %	100% / 85%	100%	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	
	0	0 / 0	0 / 0	0	

Thank you for taking the time to read and learn more about how Aarti Steel International Ltd continue to further achieve our CSR and sustainability goals.