



GRI Disclosure Report (Sustainability Report)

Universal GRI Standard framework adopted - GRI 1 : Foundation 2021, GRI 2 : General Disclosures 2021

Transparency & Reporting

- STATEMENT OF USE
SAREX has reported the information cited in this GRI report for the period 1ST April 2023 to 31ST March 2024 with reference to the GRI Standards
- GRI CONTENT INDEX
This entire report is aligned with GRI Standards and their relevant Disclosures. Relevant information pertaining to GRI disclosures is easily traceable. Hence, separate GRI content index is not required.
- Management of SAREX is responsible for the completeness, accuracy and validity of the disclosures referenced or included in the GRI Disclosure report for the period of 1st April 2023 to 31st March 2024. Management is also responsible for the collection, quantification and presentation of the information which management believes provide an objective basis for measuring and reporting on the disclosures.
- Management of SAREX asserts that the ESG disclosures referenced or included in the GRI disclosure report are presented in accordance with the Global Reporting Initiative Sustainability Reporting Standards.

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Organizational details

2-1 Legal name

SAREX OVERSEAS

2-1 Nature of ownership and legal structure

Private Limited Company

2-1 Location of headquarters

Corporate office - 501, Waterford, C' Wing, CD Barfiwala Road, Zalawad Nagar, Juhu Lane, Andheri West, Mumbai, Maharashtra – 400058



2-1 Countries of operations

Plot No. N-129 to N-132, M.I.D.C., Tarapur, Tal. & Dist. – Palghar, Maharashtra - 401506

General Disclosures

2-2 Entities included in the organization's sustainability reporting

Sarex Overseas

2-3 Reporting period, frequency and contact point

Reporting Period - 1st April 2023 to 31st March 2024, Frequency – Annual reporting , Contact – sfplant@sarex.com

2-4 Restatements of information

Not required

2-5 External assurance

Not obtained

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Activities & Workers

2-6 Activities, value chain and other business relationships <https://www.sarex.com/fine/top-chemicals-product-list>

2-7 Employees
 Director → 4 (Male),
 Office Staff → 7 (Male) , 8 (Female),
 Factory Staff and workers → 127 (Male)

2-8 Workers who are not employees 0



Governance

2-9 Governance structure and composition
 Board of Director
 1. Ashok M Saraf – Chairman and Managing Director
 2. Naresh M Saraf – Executive Director
 3. Prakash M Saraf – Director (Sales)
 4. Naresh S Salgiya – President & Director

2-10 Nomination and selection of the highest governance body
 Chair of the highest governance body
 is done as per Indian Company's Act 1956

2-11 Role of the highest governance body
 Mr. Ashok M Saraf (Chairman and Managing Director)

2-12 The Company management consults with stakeholders to determine and strategize actions on management of impacts. Regular board meetings are done to discuss governance mechanism and further improvement plans



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2-13 Delegation of responsibility for managing impacts

- The Board delegates responsibility for managing the organization’s impact through ensuring the correct leadership is in place.
- President of the Company presents updates to the Board or its relevant committees at least annually

2-14 Role of the highest governance body in sustainability reporting

- The Board of Directors and the Management Board pursue a long-term Strategy which is presented in the à Foundations for success.
- The Board of Directors is responsible for and controls the implementation of the corporate strategy.
- The Sustainability Committee reports regularly to the Board of Directors on the impacts, risks and opportunities of environmental and social topics. Sustainability goals and their attainment are reviewed and approved by the Board of Directors.



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| <p>2-15 Conflicts of interest</p> | <ul style="list-style-type: none"> – The company’s Conflicts of Interest Policy requires employees to disclose actual or potential conflicts of interest in a variety of categories,. – Each disclosure is reviewed by the company’s Ethics and Compliance Group and disclosed to the employee’s manager. – Conflict disclosures are escalated within the company, including the Board of Directors,as necessary to effectively eliminate or mitigate the conflict. |  |
| <p>2-16 Communication of critical concerns</p> | <ul style="list-style-type: none"> – There were no critical concerns reported in reporting period. – When there are critical concerns, the Audit Committee and, if needed, the Board are informed pursuant to established reporting lines, processes, and procedures, including, but not limited to, the Company's Fraud Policy." | |
| <p>2-17 Collective knowledge of the highest governance body</p> | <ul style="list-style-type: none"> – The Board’s Nominating and Corporate Governance Committee provides oversight of the Company’s environmental, social, and governance (ESG) initiatives through frequent reviews of progress. – These reviews include assessments of ongoing efforts related to climate change, global supply chain compliance, diversity and inclusion (D&I), and product sustainability, among other issues. – To Monitor and review the competitiveness of the Company’s existing, new and emerging technologies, and other innovations and trends that will permit the Company to strengthen its brands, enhance customer experiences, and achieve profitable growth for all and to build a better world. | |
| <p>2-18 Evaluation of the performance of the highest governance body</p> | <ul style="list-style-type: none"> – Our success is based on the fact that the Board of Directors and Management Board adopt a long-term perspective. – Sustainability aspects are an integral element of this performance evaluation. – Because these issues are integrated into our business model, performance is evaluated based on review of ESG performance reports. | |

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Strategies, Policies and practices

2-22

Statement on sustainable development strategy

- To promote healthy and sustainable workplace and a high quality of life.
- To mitigate and adapt to the impacts of climate change.
- To promote social inclusion and cohesiveness, embrace diversity and reduce inequalities.
- To ensure the responsible use of energy, water & other resources.



2-23

Policy commitments

- Our environmental commitment includes the responsible use of raw materials and resources and aims to protect climate and environment in accordance with regulations and international standards and best practices.
- Our goal is to support the transition to a circular economy and operate as resources efficiently as possible with continuous improvement as a guiding principle
- Diversity, equity, and inclusion are important values to us, and we want to provide equal opportunities to all our employees.
- We strive for a safe workplace through training as well as minimizing risks and preventing incidents.
- We comply with all applicable legal and regulatory obligations in the countries where we operate. As signatory to the United Nations Global Compact, we are committed to the Ten Principles on human rights, labor, environment, and anti-corruption. We use the 17 United Nations Sustainable Development Goals as a reference in our sustainability work.

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|------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2-24 | Embedding policy commitments | <p>The oversight responsibility of the Board and its committees is supported by Company management and the risk management processes These include:</p> <ul style="list-style-type: none"> – Our commitment to winning with integrity is also reflected by strong cross-functional leadership and partnerships between the Ethics and Compliance Team and partners such as Internal Audit, Human Resources, Information Security, Data Privacy, Product Safety, Sourcing, and other teams. – These partnerships permit us to leverage resources to sustain program integrity and functionality. – With clear ownership of compliance risks and related policies, procedures and systems, our sustainability program encourages all of us to participate and play a key role in our culture of integrity |
| 2-25 | Processes to remediate negative impacts | <ul style="list-style-type: none"> – Our compliance policies are designed to ensure that people can confidentially report known or potential violations of our policies. – Team members can report violations directly to Human Resources or the Legal department. – Violations can be reported using contact numbers or email which allow for anonymous reporting. – A cross-functional committee reviews allegations and oversees any investigations and subsequent corrective or disciplinary actions. – This can include reporting violations related to human rights , Governance and environmental issues |
| 2-26 | Mechanisms for seeking advice and raising concerns | |
| 2-27 | Compliance with laws and regulations | <ul style="list-style-type: none"> – In reporting period , We have not received any notice from any legal court of law. – No fines were paid during reporting period. |
| 2-28 | Membership associations | We have membership of industrial associations and UNGC |



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|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| <p>2-29 Approach to stakeholder engagement</p> | <p>Engagement Strategy: Set vision and level of ambition for future engagement, and review past engagements.</p> <p>Stakeholder Mapping: Define criteria for identifying and prioritizing stakeholders, and select engagement mechanisms.</p> <p>Preparation: Focus on long-term goals to drive the approach, determine logistics for the engagement, and set the rules.</p> <p>Engagement: Conduct the engagement itself, ensuring equitable stakeholder contribution and mitigating tension while remaining focused on priorities.</p> <p>Action Plan: Identify opportunities from feedback and determine actions, revisit goals, and plan next steps for follow-up and future engagement</p> |  <p>— Not applicable</p> |
| <p>2-30</p> | <p>Collective bargaining agreements</p> | <p>— Not applicable</p> |

Material Topic

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|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <p>3-1 Process to determine material topics</p> | <p>Step 1. Understand the company's context In this step, we create an initial high-level overview of its activities and business relationships, obtain an understanding of the sustainability context in which these occur, and prepare an overview of its stakeholders.</p> <p>Step 2. Identify actual and potential impacts In this step, we identify our actual and potential impacts on the economy, environment, and people, including impacts on human rights.</p> <p>Step 3. Assess the significance of the impacts Following the step 2 we identify many impacts on which to report. When using the GRI Standards, we assess the significance of our identified impacts and prioritise those that represent its material topics.</p> <p>Step 4. Prioritise the most significant impacts for reporting In this step, to determine its material topics for reporting we prioritise our impacts based on its significance.</p> |  |
| <p>3-2 List of material topics</p> | <p>Environment</p> <ul style="list-style-type: none"> – Air Pollution, Waste Water Management, Waste Management, Energy consumption, Water Use, GHG Emissions, <p>Social</p> <ul style="list-style-type: none"> – Occupational health and safety, Diversity – equality – inclusion, Training and skill upgradation, Human rights, supplier capacity building <p>Governance</p> <ul style="list-style-type: none"> – Governance policies and accountabilities, Information security, Bribery & corruption, Transparency | |
| <p>3-3 Management of material topics</p> | <p>How we manage each material topic is mentioned in respective disclosure sections</p> | |

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Climate change and Energy Transition

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>3-3 Management of material topics</p> <ul style="list-style-type: none"> — Climate change mitigation involves actions to reduce or prevent greenhouse gas emissions from human activities. — Mitigation efforts include transitioning to renewable energy sources, enhancing energy efficiency, adopting regenerative agricultural practices and protecting and restoring forests and critical ecosystems |  |
| <p>201-1 Direct economic value generated and distributed</p> <ul style="list-style-type: none"> — Not required to disclose in this report considering non significant material topic in relation to current business context <p>201-2 Financial implications and other risks and opportunities due to climate change</p> <ul style="list-style-type: none"> — Climate change threatens all businesses, as all exist on Earth. — Impacts are expected to fall disproportionately on SMEs including disrupting business operations, property damage, disruption to supply chains and infrastructure, leading to increased costs of maintenance and materials, and higher prices. — However, we see that climate action offers a wide range of new opportunities for businesses to develop products and services that would help both reduce emissions and adapt to a warming world | |
| <p>201-3 Defined benefit plan obligations and other retirement plans</p> | <ul style="list-style-type: none"> — Not required to disclose in this report considering non significant material topic in relation to current business context |
| <p>201-4 Financial assistance received from government</p> | <p>Not obtained during disclosure period</p> |

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GRI 202 – Market presence 2016

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|-------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – The importance of market presence lies not simply in maintaining our company’s current share of the market. – After all, as the industry grows, our market share must grow as well to stay competitive and profitable. That would indicate that our growth is greater than average and we are outperforming your competitors. | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | <ul style="list-style-type: none"> – We shall focus on innovation, Customer loyalty, Skill work force, Marketing & Price management, – We are complying with local minimum wage requirements and for performing employees, we are also paying above minimum wage. |  |
| 202-2 | Proportion of senior management hired from the local community | <ul style="list-style-type: none"> – Not required to disclose in this report considering non significant material topic in relation to current business context | |

GRI 203 – Indirect Economic Impacts 2016

| | | | |
|-------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – To ensure the sustainability of the Company’s business operations, we are committed to supporting communities in their economic independence. – One key focus area involves the generation of innovative ideas and initiatives. – Programs related to improving welfare for communities including improving the quality of life of the community for the better. | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | <ul style="list-style-type: none"> – We are complying with local minimum wage requirements and for performing employees, we are also paying above minimum wage. | |

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202-2 Proportion of senior management hired from the local community – Not required to disclose in this report considering non significant material topic in relation to current business context

Human capital

203-1 Infrastructure investments and services supported

| Employees | Suppliers | Customers |
|-----------|-----------|-----------|
| 221 | 140 | 128 |



203-2 Significant indirect economic impacts

Customers

- 8 new products developed
- 17 new customers developed
- 3 new countries penetrated

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GRI 204 – Procurement Practices 2016

| | | |
|-------|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – Purchasing decisions that aim to meet our requirement for goods or services, and at the same time minimize the impact on environment from such purchase can be termed as sustainable procurement. – Our sustainable procurement strategy means to ensure compliance and keeping it as a part of corporate social responsibility, enterprises that have an active framework in place to make sustainability a part of our procurement process |
| 204-1 | Proportion of spending on local suppliers | <ul style="list-style-type: none"> – Supporting and developing a diverse supply chain contributes to strong and sustainable businesses. – Through our advocacy and relationship building efforts internally and externally, we are making a positive impact on our bottom line and within the communities where our suppliers operate – 91.03 % Material is being purchased from local suppliers |

GRI 205 – Anti corruption 2016

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|-------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We are committed to Make anti-corruption part of our company culture and operations. – We shall demonstrate that our company has a zero-tolerance policy on bribery & corruption. – We are identifying and mitigating risks and related to corruption & bribery on regular basis. |  |
| 205-1 | Operations assessed for risks related to corruption | <ul style="list-style-type: none"> – We assess 100% of our operations for risks related to corruption. – We consider operations that require contact with government officials to pose the most significant risk of corruption through bribery (obtaining necessary permits, handling cross-border logistics etc.). | |
| 205-2 | Communication and training about anti-corruption policies and procedures | <ul style="list-style-type: none"> – Our anti-bribery and corruption compliance training program is designed to help employees understand what constitutes bribery and corruption, how it can affect the company, and how they can avoid engaging in these practices. – Mandatory training about code of ethics is being given at the time of joining and refresher on every year. | |
| 205-3 | Confirmed incidents of corruption and actions taken | <ul style="list-style-type: none"> – No incident is found during reporting period | |

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GRI 206 – *Anti Competitive Behaviour 2016*

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|-------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We maintain the highest ethical standards wherever we operate. – With operations around the world, it’s important that our facilities comply with a wide range of national laws and governmental enforcement practices with regard to bribery and corruption, regardless of where they are located. |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <ul style="list-style-type: none"> – No incident is found during reporting period |

GRI 207 – *Tax 2019*

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|-----|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 3-3 | Management of material topic | <ul style="list-style-type: none"> - Our tax planning ensures compliance with tax laws and regulations. - This involves analyzing our financial situation, structure, and operations to identify tax liability & tax savings if possible through deductions, credits, exemptions, and incentives offered by the government. - We are subject to the Income Tax Act of 1961, which governs the taxation of corporate income. Provisions under this act, such as tax credits and exemptions can help ease tax burdens. Effective tax planning involves understanding and leveraging various other provisions provided under this act. |  |
|-----|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|

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|-------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| 207-1 | Approach to tax | Our tax strategy is annually reviewed internally by the Finance Manager & Board of Directors |
| 207-2 | Tax governance, control, and risk management | Please see disclosure 207-1 |
| 207-3 | Stakeholder engagement and management of concerns related to tax | Not required to disclose in this report considering non significant material topic in relation to current business context |
| 207-4 | Country-by-country reporting | Not required to disclose in this report considering non significant material topic in relation to current business context |

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GRI 300 – Environmental Standard Series

GRI 301 – Materials 2016

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|-----|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3 | Management of Material topic | <p>Waste Management The long-recognized hierarchy of management of wastes, in order of preference consists of prevention, minimization, recycling and reuse, biological treatment, incineration, and landfill disposal</p> |
| | | <p>Air Quality Factors such as ambient air quality conditions, relevant meteorological conditions, location of the emissions source, noise levels, and any ancillary pollution from the control system itself shall be managed.</p> |
| | | <p>Water Use Our water strategy aims to optimize water consumption and focus on reuse / reprocess / recycle water to support freshwater availability in local communities</p> |
| | | <p>Energy We shall monitor and optimise energy performance on a regular basis, within our operational locations. The objectives are to manage usage, identify energy saving opportunities, conserve consumption and reduce carbon emissions.</p> |



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| 301-1 | Materials used by weight or volume | <ul style="list-style-type: none"> – We monitor materials used in manufacturing. – However, we are not able to report the total materials used, as it is considered as a trade secret of end product. |
| 301-2 | Recycled input materials used | <ul style="list-style-type: none"> – Not required to disclose in this report considering non significant material topic in relation to current business context |
| 301-3 | Reclaimed products and their packaging materials | <ul style="list-style-type: none"> – Not required to disclose in this report considering non significant material topic in relation to current business context |

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GRI 302 – Energy 2016

| <p>3-3 Management of material topic</p> | <p>We shall</p> <ul style="list-style-type: none"> Identify energy consumption at Process and company level Identify times and areas of energy wastage Focus on inefficiencies and leakage of energy Identify sources of greatest energy consumption Calculating returns on capital investment |  | | | | | | |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------|-------------|-------------|-----------|-------------|--|
| <p>302-1 Energy consumption within the organization</p> | <table border="1"> <thead> <tr> <th>PNG Gas</th> <th>Diesel</th> <th>Electricity</th> </tr> </thead> <tbody> <tr> <td>1871933 SCM</td> <td>26.66 KL</td> <td>7119225 Kwh</td> </tr> </tbody> </table> | PNG Gas | Diesel | Electricity | 1871933 SCM | 26.66 KL | 7119225 Kwh | |
| PNG Gas | Diesel | Electricity | | | | | | |
| 1871933 SCM | 26.66 KL | 7119225 Kwh | | | | | | |
| <p>302-2 Energy consumption outside of the organization</p> | <p>Not required to disclose in this report considering non significant material topic in relation to current business context</p> | | | | | | | |
| <p>302-3 Energy intensity per MT of production</p> | <table border="1"> <thead> <tr> <th>PNG Gas</th> <th>Diesel</th> <th>Electricity</th> </tr> </thead> <tbody> <tr> <td>2929.59 SCM</td> <td>0.0417 KL</td> <td>11158 kwh</td> </tr> </tbody> </table> | PNG Gas | Diesel | Electricity | 2929.59 SCM | 0.0417 KL | 11158 kwh | |
| PNG Gas | Diesel | Electricity | | | | | | |
| 2929.59 SCM | 0.0417 KL | 11158 kwh | | | | | | |
| <p>302-4 Reduction of energy consumption</p> | <p>— Comparative data for reduction of energy consumption against base line is not applicable as this is first report as per GRI standard.</p> <ul style="list-style-type: none"> We have installed Solar street in factory, Cooling tower fan interlocking is done with temperature for saving of excess electricity We have replaced CFL lamps with LED lamps | | | | | | | |
| <p>302-5 Reductions in energy requirements of products and services</p> | <p>— We are constantly doing Research and Development activity to reduce cycle time of manufacturing which in turn will reduce energy consumption in manufacturing of product</p> | | | | | | | |

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GRI 303 – Water and Effluents 2018

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|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>3-3 Management of Material topics</p> | <ul style="list-style-type: none"> – Water management is seen as crucial part in our business. – Challenges such as climate change coupled with the effects of human activity mean those responsible for managing water resources have a more challenging task on our hands in an even more unpredictable environment. – Water resources management enables the effective management of water resources across all water uses, disciplines and even boundaries. |
| <p>303-1 Interactions with water as a shared resource</p> | <ul style="list-style-type: none"> – The source of water to the plant is through MIDC water supply and Rain Water Harvesting Structure. – Water used for process, utility is taken from water stored in underground water tanks |
| <p>303-2 Management of water discharge-related impacts</p> | <div style="border: 1px solid black; background-color: #008000; color: white; padding: 5px;"> <ol style="list-style-type: none"> 1. Rain water harvesting inlet flow is increased with recycled water 2. Stem condensate recovery done and resultant water is recycled </div> |
| <p>303-3 Water withdrawal</p> | <p>We do not withdraw water from ground</p> |
| <p>303-4 Water discharge</p> | <div style="border: 1px solid black; background-color: #008000; color: white; padding: 5px; text-align: center;"> <p>Total water discharge to CETP is 9183 M3</p> </div> |
| <p>303-5 Water consumption</p> | <div style="border: 1px solid black; background-color: #008000; color: white; padding: 5px; text-align: center;"> <p>Total water consumed in organization is 78364 M3.</p> </div> |

GRI 304 – Biodiversity 2016

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|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Not required to report considering non significant material topic in relation to current business context |
| 304-2 | Significant impacts of activities, products and services on biodiversity | Not required to report considering non significant material topic in relation to current business context |
| 304-3 | Habitats protected or restored | Not required to report considering non significant material topic in relation to current business context |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Not required to report considering non significant material topic in relation to current business context |
| GRI 305 – Emissions 2016 | | |
| 3-3 | Management of material topic | <ul style="list-style-type: none"> – We believe that Conserving energy and limiting greenhouse gases (GHGs) can make a major contribution to moving the world onto a more sustainable energy path. – On the top we understood that economical method of reducing GHG emissions is to reduce energy consumed |
| 305-1 | Direct (Scope 1) GHG emissions | 1624 tCO₂e |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 3609 tCO₂e |
| 305-3 | Other indirect (Scope 3) GHG emissions | We are in process of collecting and analysing data |
| 305-4 | GHG emissions intensity | 8.2 tCO₂e / MT production |
| 305-5 | Reduction of GHG emissions | Not applicable as this is first report as per GRI standard. We will report comparative study since next GRI disclosure report. |
| 305-6 | Emissions of ozone-depleting substances (ODS) | Not detected during monitoring |



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305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

No2 – 20 microg / M3

So2 – 22 microg / M3

PM 2.5 – 23 microg / M3

GRI 306 – Waste 2020

3-3 Management of material topics

Our goal of waste management is to increase the product's lifecycle and reuse and recover materials where possible, in order to **reduce the total amount of waste that goes into landfill** and minimize the environmental burden

Our Waste management strategy is focused on

- Waste Prevention
- Waste minimization
- Waste recycling & reuse
- Biological treatment of waste water / effluent
- Landfill & disposal
-

306-1 Waste generation and significant waste-related impacts

- Reducing waste has a dual benefit. Not only does it reduce our impact on the planet, but it also optimizes efficiency in our resource-intensive industry.
- By reducing or recycling generated waste, we can avoid the landfill, reduce GHG emissions, and generate an additional supply of valuable resources

306-2 Management of significant waste-related impacts

- Hazardous waste generated – Spent solvent, Distillation residue, Chemical residue, Chemical sludge, Process Sludge.
- All these waste is disposed to Government authorised waste disposal agency to avoid any significant impact on Environment

306-3

Waste generated

Hazardous waste – 814 MT
Non hazardous waste – 68.9 MT

306-4 Waste diverted from disposal

- Non hazardous waste – 304.5 MT

306-5 Waste directed to disposal

- Hazardous waste – 494.6 MT

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GRI 308 – Supplier Environmental Assessment 2016

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| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We evaluate the environmental impact of new supplies and a CSR survey to existing suppliers to confirm their social initiatives related to environment as well as human rights, occupational safety, and compliance – We are currently developing internal systems to conduct these investigations proactively with suppliers in our highest risk categories |
| 308-1 | New suppliers that were screened using environmental criteria | <ul style="list-style-type: none"> – Our suppliers are screened through CSR assessments that includes Environmental criteria like Energy use, Waste Management, Water use, Waste water management, Emissions, Trainings to employees. – Our purchase and QA team does assessment and educate suppliers for further improvement. – We have completed assessment of 5 new suppliers in reporting period |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | <ul style="list-style-type: none"> – We assess our suppliers based on Environment parameters also apart from Quality, Delivery and price. – Our none of supplier is discontinued due to negative environmental impact during reporting period |

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GRI 400 – Social Standard Series

GRI 401: Employment 2016

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| 3-3 | Management of Material topics | <ul style="list-style-type: none"> – Effective employment management is critical for the success of our organization. – It involves developing and implementing strategies to attract, retain, and develop employees, as well as ensuring that their performance is aligned with the organization’s goals and objectives. |  |
| 401-1 | New employee hires and employee turnover | <ul style="list-style-type: none"> – New employee joined – 11 # – Employee turn over rate – 7.8 % | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <ul style="list-style-type: none"> – We offers comprehensive benefit packages that are competitive where we do business. – The packages may include medical plans, life and accident insurance, disability protection and paid leaves. | |
| 401-3 | Parental leave | <ul style="list-style-type: none"> – Parental leave includes maternity and paternity leaves. – These leaves are provided as per applicable local / national laws. | |

GRI 402: Labor/Management Relations 2016

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|-------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-3 | Management of Material Topics | <ul style="list-style-type: none"> – We understand that expectations that employees have from their employers are constantly evolving. – Therefore, it is crucial to address workers' demands by updating labor relations strategies and policies. – Hence we must give special attention to building and maintaining better employee and labor relations for everything to work smoothly |
| 402-1 | Minimum notice periods regarding operational changes | <ul style="list-style-type: none"> – We are complying with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes. – Communication of such changes generally occurs as part of the ongoing engagement between the company and employee through appointment letters. |

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| 403-1 | Occupational health and safety management system | <ul style="list-style-type: none"> – Our Occupational health & safety policy involves, – Leadership: Leads the employees to take part in the decision-making stages regarding necessary issues by involving the senior management, managers and employees at all levels in occupational health & safety processes and taking the ideas and opinions of employees into account order to achieve occupational health & safety objectives. – Healthy and Safe Workplace: Ensures that the injuries and deteriorations in health conditions caused by our workplace environment and activities are prevented by keeping occupational health & safety at the highest level. – Employee Participation and Consultation: Ensures that the opinions, suggestions and support of employees and employee representatives are obtained at every stage with respect to occupational health & safety issues. This increases the awareness and personal skills of employees regarding occupational health & safety. – Legal and Other Requirements: Ensures compliance with National and International legislation and agreements and complies with standards. – Occupational Health & Safety Management System: Establishes and ensures the implementation of occupational health & safety-related processes and effectively conducts occupational health & safety processes through its continuous interaction with customers, employees and subcontractors. |
| 403-2 | Hazard identification, risk assessment, and incident investigation | <p>To identify and assess hazards, we have developed process to ,</p> <ul style="list-style-type: none"> – Collect and review information about the hazards present or likely to be present in the workplace. – Conduct initial and periodic workplace inspections of the workplace to identify new or recurring hazards. – Investigate injuries, illnesses, incidents, and close calls/near misses to determine the underlying hazards, their causes, and safety and health program shortcomings. – Group similar incidents and identify trends in injuries, illnesses, and hazards reported. – Consider hazards associated with emergency or nonroutine situations. – Determine the severity and likelihood of incidents that could result for each hazard identified, and use this information to prioritize corrective actions. |

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| 403-3 | Occupational health services | <ul style="list-style-type: none"> — Postings throughout the plant that employees must report a work-related injury or illness to the safety officer. — Based on injury identified, safety officer may direct employee to the proper facility for medical treatment. |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | <ul style="list-style-type: none"> — Our facility has safety committees that guide the development and implementation of safety programs in their operations. — Safety committee ensures all workers are participating in hazard identification and risk assessment process. Workers are consulted for decisions in the area of health and safety. — Any change in current health and safety management system are communicated to workers through regular trainings. |
| 403-5 | Worker training on occupational health and safety | <ul style="list-style-type: none"> — All team members are expected to participate in all required safety training, understand and follow our policies, processes, and requirements; wear or use all required personal protective equipment; — Never take shortcuts or avoid required safety practices — Speak up immediately if they see unsafe behavior or hazardous conditions. — Apart from induction, Periodic trainings on health and safety including emergency drills are conducted on regular basis as refresher. |
| 403-6 | Promotion of worker health | <ul style="list-style-type: none"> — In our organization, Health promotion activities complement occupational safety and health measures by integrating them into OSH management practices in order to prevent accidents and diseases, and when they protect and improve the health and well-being of men and women at work — For non-occupational services, consultation is provided for employees who seek advice, but the employee is referred to their personal medical doctor for the treatment of nonoccupational conditions (unless temporary care is required to relieve an emergency condition). — Our safety department do not treat non-occupational medical conditions except in an emergency. — Employees have access to training programs focused on health promotion. — Our Occupational health and safety management system (OHSMS) ensures the work environment within our facilities is safe for our employees and meets or exceeds all regulatory and Company requirements. |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <ul style="list-style-type: none"> — We have robust incident reporting and management system which enables us to quickly notify areas of a significant event, provides a forum to communicate and provide guidance on Corrective Actions. — These corrective actions require to make changes, improvements, and implement controls to prevent re-occurrence of these significant incidents. — We have a strong health and safety training program for our employees. |



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| 403-8 | Workers covered by an occupational health and safety management system | 100 % workers are covered |
| 403-9 | Work-related injuries | <ul style="list-style-type: none"> – No such injuries are identified where an employee is referred to hospital. – Minor work related injuries are found which are treated through first aid. – However corrective actions are taken on each injury to ensure they do not occur again. |
| 403-10 | Work-related ill health | During periodic medical check up, no illness is identified due to occupational health and safety issue |
| GRI 404: Training and Education 2016 | | |
| 3-3 | Management of material topic | <ul style="list-style-type: none"> – Training is important because it represents a good opportunity for employees to grow their knowledge base and improve their skills to become more effective in the workplace. – Despite the cost of training for employees, the return on investment is immense if it is consistent. – Our training program includes technical topics, soft skill topics, regulatory knowledge, leadership, & other essential trainings based on vision of company and current training needs. |
| 404-1 | Average hours of training per year per employee | 1.58 Hour |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Our training approach includes Onboarding Training, Compliance Training, Product Training, Leadership Training, Technical Training , Quality Assurance (Q/A) Training, Sales Training, Soft-Skills Training, Team Training, Diversity Training, Environment, Health & Safety Training, Upskilling, Reskilling |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 100 % |

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GRI 405: Diversity and Equal Opportunity 2016

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| <p>3-3 Management of material topics</p> | <p>Diversity in the workplace means that there are an array of differences among employees such as race, ethnicity, gender, age, religion and education.</p> <p>Diversity in the workplace brings many benefits including creating a competitive advantage for businesses, Enhance company culture, Getting fresh opinions, Employee innovation, & Improving productivity</p> |  |
| <p>405-1 Diversity of governance bodies and employees</p> | <p>Board of Directors – 4 male , 0 Female , Senior Managers – 8 male, 1 female</p> | |
| <p>405-2 Ratio of basic salary and remuneration of women to men</p> | <p>This information is considered as confidential</p> | |

GRI 406: Non-discrimination 2016

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| <p>3-3 Management of material topics</p> | <ul style="list-style-type: none"> – Discrimination is the practice that makes differences between individuals that disadvantage some and advantage others. – Anti-discrimination measures refer to the measures against discrimination. We must promote non-discrimination in the workplace. – We understand that Non discrimination will bring benefits of –Reduces staff turn over, Improves employee engagement, reduces recruitment challenges & Prevent workplace misconduct due to routine education – Regular trainings about prevention of discrimination is being provided to employees |
| <p>406-1 Incidents of discrimination and corrective actions taken</p> | <p>No incidents of discrimination is found during reporting period</p> |

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| GRI 407: Freedom of Association and Collective Bargaining 2016 | | |
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| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We are committed for creating an ethical workplace, maintaining good industrial relations, communications and dialogue and ensuring that all colleagues are treated fairly and equally, in principle and practice. – In doing so, we ensure compliance with laws that ensure freedom of association and the right to engage in collective bargaining. |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> – We are granting freedom of association in accordance of local / national law. – We have not encountered any incident / issue related to this material topic yet. |
| GRI 408: Child Labor 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We do not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation; – We comply with all applicable child labour laws, including those related to wages, hours worked, overtime and working conditions; • – We are against all forms of exploitation of children. |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | No incident of child labor is found during reporting period |
| GRI 409: Forced or compulsory Labor 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We prohibit use of forced or compulsory labour. – No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work. – Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body. |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | We have not come across any incident / issue related to this material topic during reporting period. |

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| GRI 410: Security Personnel rights 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – Security personnel are crucial in maintaining safety and order in our organization. – Understanding the rights of security personnel under labor laws and occupational safety standards is essential for us. – We are committed for protections of security personnel right to ensure compliance and foster a safe working environment. |
| 410-1 | Security personnel trained in human rights policies or procedures | All security personnel are trained in human right policies or procedures as they are regular employees |
| GRI 411: Rights of Indigenous Peoples 2016 | | |
| 411-1 | Incidents of violations involving rights of indigenous peoples | We have not encountered any incident / issue related to this material topic. |
| GRI 413: Local Communities 2016 | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <ul style="list-style-type: none"> – As per applicable law, we invest in partnerships and programs across three impact areas: essential services, education for the future of work, and entrepreneurship. – Programming is designed to ensure people have equitable opportunities to progress and move forward. |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | We have not encountered any incident / issue related to this material topic during reporting period |
| GRI 414: Supplier Social Assessment 2016 | | |
| 3-3 | Management of material topic | <ul style="list-style-type: none"> – We have integrated supplier CSR assessment into supplier sourcing decisions that includes supplier social assessment. – We have developed our CSR Self-Assessment Questionnaire & we are requesting suppliers to complete and share responses with us. – In addition to self assessment questionnaire, following practices are incorporated <ul style="list-style-type: none"> • Acceptance of Supplier Code of Conduct • CSR terms and conditions in Supplier contracts • Supplier CSR audits |
| 414-1 | New suppliers that were screened using social criteria | 5 new suppliers are screened with social criteria |
| 414-2 | Negative social impacts in the supply chain and actions taken | We have not encountered any incident / issue related to this material topic. |

GRI 415: Public Policy 2016

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| 415-1 | Political contributions | We do not make corporate contributions to political candidates or political organizations. Company resources are not used for the purpose of electing candidates to public office. | |
| GRI 416: Customer Health and Safety 2016 | | | |
| 3-3 | Management of material topics | Products are developed not only to meet or exceed customer requirements, but also to advance in safety whenever practicable | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | <ul style="list-style-type: none"> – Health and safety impacts of products being manufactured by us are evaluated and documented in safety data sheets SDS. – We are providing safety data sheets along with dispatch consignment. – Our customers can use our products in line with safety instructions mentioned in safety data sheets. | |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | We have not come across any incident / issue related to this material topic during reporting period. | |
| GRI 417: Marketing and Labelling 2016 | | | |
| 417-1 | Requirements for product and service information and labelling | For product information and labelling, We are following law of country where product is to be dispatched. |  |
| 417-2 | Incidents of non-compliance concerning product and service information and labelling | We have not encountered any incident / issue related to this material topic. | |
| 417-3 | Incidents of non-compliance concerning marketing communications | We have not encountered any incident / issue related to this material topic. | |
| GRI 418: Customer Privacy 2016 | | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | We have not come across any incident / issue related to this material topic during reporting period. | |