

ESG REPORT

(REPORTING PERIOD: JAN 2024 – SEPT. 2025)

PROVEN PRODUCTIVITY.
SUSTAINABLE FUTURES

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SETTING THE CONTEXT

FASTENING PROGRESS RESPONSIBLY





ABOUT THIS REPORT

GRI 2



“
PROVEN PRODUCTIVITY.
PURPOSE-DRIVEN GROWTH.
”

Reporting Overview (GRI 2-1,2-2, 2-3)

This Environmental, Social, and Governance (ESG) Report presents the sustainability performance and progress of LPS Bossard Pvt. Ltd. for the period January 1, 2024 to September 30, 2025 covering our 14 months of information.

It captures our initiatives, achievements, and commitments across our four sustainability pillars Environment, Social, Governance, and Sustainable Procurement reflecting our continued integration of productivity with responsibility.

The report demonstrates how LPS Bossard contributes to sustainable development through responsible operations, stakeholder engagement, and data-driven improvement in line with international standards.

Reporting Standards and Frameworks

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021) the most widely used global framework for sustainability reporting.

It also references and aligns with:



GRI Standards: Providing transparency and accountability in performance reporting.

UN Global Compact (UNGC) Principles – Human Rights, Labour, Environment, and Anti-Corruption



United Nations Sustainable Development Goals (SDGs) – with emphasis on SDG 3, 5, 8, 9, 12, 13, and 17

Science Based Targets Initiative (SBTi) – supporting global climate action





ABOUT THIS REPORT

GRI 2



ISO 14001:2015 and ISO 45001:2018 standards – for environmental and occupational health & safety management

Ecovadis assessment framework – ensuring coverage of key disclosure areas across all ESG pillars



The approach reflects LPS Bossard's dedication to transparency, comparability, and accountability in communicating sustainability performance to customers, employees, suppliers, and other stakeholders.

Reporting Scope and Boundaries (GRI 2-1,2-2)

This report covers the operations and activities of LPS Bossard Pvt. Ltd. in India, including our manufacturing, warehousing, and corporate offices, primarily located in Rohtak (Haryana) and other regional offices across Delhi, Pune, Vadodara, Hyderabad, Bengaluru, and Chennai.



Environmental data (e.g., energy, emissions, waste, and water) is reported for sites under direct operational control.



Social data (e.g., health and safety, training, diversity, and employee welfare) covers all permanent employees and applicable contractual workforce.



Governance and procurement information includes corporate policies, supplier programs, and compliance with global and national regulations.

Data Integrity

All quantitative data presented in this report has been compiled through robust internal monitoring systems and verified documentation. Wherever applicable, the data has been cross-checked with supporting records such as energy bills, safety logs, training reports, and audit outcomes.

Going forward, LPS Bossard aims to further enhance data transparency and stakeholder confidence through continued alignment with globally recognized assurance and reporting frameworks.

The report follows a structured internal review process to ensure the accuracy and reliability of all disclosures. Data has been checked through multi-level validations and cross-referenced with supporting documents wherever applicable.

Stakeholder Accessibility (GRI 2-3, 2-29)

The ESG Report is published on the LPS Bossard India website and shared with customers, partners, and sustainability rating agencies. Stakeholders are encouraged to share feedback, suggestions, or inquiries related to this report at: india@bossard.com

Commitment to Continuous Improvement

This report marks another milestone in our sustainability journey — one that reflects our belief that responsibility holds us together. We remain committed to expanding data coverage, enhancing transparency, and setting measurable ESG targets with every reporting cycle, ensuring that our impact is both proven and progressive.



LEADERSHIP INSIGHT GRI 2-22

“

Sustainability is not an initiative - it's a reflection of who we are and how we choose to grow

”

Dear Stakeholders,

At LPS Bossard, sustainability is not an adjunct to business—it is the foundation on which we are building long-term resilience, innovation, and trust. As we move forward in an era where customers, regulators, and whole world increasingly prioritise responsible value creation, we remain deeply committed to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations.



Environmental Stewardship

In 2025 we made measurable progress toward our environmental goals. Our decarbonisation strategy focuses on reducing Scope 1 and Scope 2 emissions through fuel efficiency, renewable energy sourcing, and process optimisation. We have initiated Scope 3 value chain mapping, engaging suppliers to measure embedded emissions in material, plating, and logistics.

We also intensified efforts on water stewardship, achieving significant reduction in water consumption per employee through conservation and recycling initiatives. Our ZLD management framework ensures 100% segregation of hazardous, non-hazardous, and recyclable waste, in accordance with national and GRI standards. We continue to eliminate low-value plastics, adopting packaging alternatives exceeding 120-micron standards, and promoting reusability and circularity across our sites.

Our Rohtak facility's journey toward LEED v4.1 O+M Platinum certification reflects our dedication to green infrastructure, energy performance, and indoor environmental quality—setting a benchmark for sustainable manufacturing in the fastener industry.

We are committed to plants trees and maintain them and coming up with huge MIYAWAKI Jungle in campus.





LEADERSHIP INSIGHT

GRI 2-22



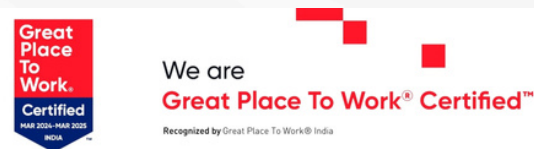
Social Responsibility

Today we are engaged with more than 12 different NGO's helping needy people in society, as an impact we are proud to say we impact lakhs of people life directly and indirectly.

Our people are at the heart of our ESG vision. We are proud to have strengthened our safety culture through behaviour-based safety training, risk assessments, and proactive reporting mechanisms under our EHS-WMS framework. Every employee, contractor, and visitor is empowered to act as a safety steward.

We also advanced our commitment to diversity, equity, and inclusion, ensuring fair representation, equal opportunity, and skills development across functions. Through structured training programs, technical workshops, and leadership development, we continue to build competencies that enable career growth and innovation.

In our local communities, we remain active partners—supporting education, health, and livelihood programs that contribute to India's broader Sustainable Development Goals (SDGs) agenda.



Governance and Transparency

Strong governance underpins all our ESG actions. We have aligned our disclosures with GRI, SDGs and EcoVadis frameworks, ensuring transparent, data-driven reporting. Our Board and leadership team actively oversee ESG strategy, risk management, and compliance with ISO 9001, 14001, and 45001 standards.

In 2025, our customers reinforced supplier assessments under the Responsible Business Alliance (RBA) and different frameworks where we continuously strive to improve ourselves, this itself evidence of promoting ethical sourcing, labour rights, and anti-corruption practices across our extended supply chain. This governance architecture ensures that sustainability remains a shared responsibility—anchored in integrity, accountability, and continuous improvement.



Responsible Business Alliance
Advancing Sustainability Globally

Looking Ahead

The road ahead demands sharper climate action, inclusive growth, and innovation-led efficiency. Our upcoming priorities include:

Achieving carbon neutrality by 2035 and negative carbon for upcoming facility right from day 1.

Continuously making customers supply chain Sustainable by installing Smart Factory logistic at customer site.

Expanding renewable energy share to 4.9 Megawatt

Attaining zero waste-to-landfill certification

Enhancing our ESG performance at various assessment and monitoring supplier performance through digital dashboards.

Personal Sustainability score card monitoring through LPS Bossard's ESG app.

We see ESG not as compliance, but as a strategic enabler of customer confidence and business continuity. With the collective resolve of our people and partners, LPS Bossard will continue to lead with purpose—delivering value that is sustainable, transparent, and equitable.

Warm regards,

Mr. Rajesh Jain

Managing Director,

LPS Bossard Pvt. Ltd.



MESSAGE FROM DIRECTOR



Our commitment to customers begins with a commitment to the planet - because true growth sustains all.

At LPS Bossard, we see sustainability not as a destination, but as a continuous journey toward operational excellence and innovation. Our focus is on transforming every process—from manufacturing to logistics—into a data-driven, resource-efficient, and low-carbon system. Inline with our Managing Director's vision, we are investing in clean technologies, renewable energy, and circular material management to shape a future-ready organization. Our goal is simple yet powerful: to ensure that every advancement we make today strengthens the planet, empowers our people, and sustains our business for generations to come.

Mr. Rahul Jain
Director,
LPS Bossard Pvt. Ltd.

MESSAGE FROM THE HEAD – SALES & MARKETING



Every solution we offer carries a story of responsibility. For us, growth is meaningful only when it strengthens both business and the planet

At LPS Bossard, we believe sustainability is best achieved through innovation and partnership. Our Smart Factory Logistics and Smart Assembly Solutions empower customers to enhance efficiency, reduce waste, and lower CO₂ emissions per ton across product categories.

Inline with our Managing Director's vision, we continue to create value through smarter, more sustainable solutions—helping our customers meet their goals while driving a greener industrial future.

Mr. Vineet Talwar
Head – Sales & Marketing,
LPS Bossard Pvt. Ltd.



MESSAGE FROM THE HEAD – SUPPLY CHAIN



Sustainability in supply chain means moving materials with purpose—and progress with integrity

At LPS Bossard, our supply chain is evolving into a catalyst for sustainability. By optimizing logistics, embracing digital traceability, and partnering with responsible suppliers, we are building a value chain that is efficient, transparent, and low in carbon intensity.

We continuously work to reduce transport emissions, minimize packaging waste, and enhance material circularity, ensuring that every link in our chain contributes to our collective ESG goals.

In line with our Managing Director Mr. Rajesh Jain's vision, we remain committed to delivering operational excellence that drives both customer trust and environmental stewardship.

Mr. Karan Raj Sharma
Head – Supply Chain,
LPS Bossard Pvt. Ltd.

MESSAGE FROM THE HEAD – SUSTAINABILITY & BUSINESS EXCELLENCE



True business excellence lies in creating value that endures. Sustainability is how we ensure that today's progress becomes tomorrow's legacy

At LPS Bossard, sustainability is the foundation of our business excellence journey. We are committed to integrating environmental responsibility, social equity, and operational efficiency into every process—from material sourcing to product delivery.

Through data-driven initiatives, renewable energy adoption, and continuous improvement, we are steadily reducing our per-ton CO₂ footprint and aligning our actions with global frameworks such as UN SDGs, EcoVadis, and SBTi.

Inline with our Managing Director's vision, we remains on creating long-term value—for our customers, employees, and the planet—by ensuring that growth and responsibility move hand in hand.

Mr. Mukesh Singh
Head – Sustainability & Business Excellence,
LPS Bossard Pvt. Ltd.



OUR ESG & SUSTAINABILITY PARTNER

“

Sustainability isn't a target - it's a mindset that shapes every decision we make today for a better tomorrow

”

At Growlity, our partnership philosophy is simple: we walk alongside our clients to build sustainability into the very fabric of their business. For us, sustainability is not just a reporting exercise — it is a strategic enabler of resilience, trust, and long-term value.

Over the past year, working with LPS Bossard Pvt. Ltd. has reaffirmed our belief that meaningful transformation comes from collective commitment. We have witnessed the organisation take bold steps toward integrating ESG into operations, culture, governance, and decision-making. What we see here is not just compliance — it is a genuine shift toward responsible growth.

Over the past year, working with LPS Bossard Pvt. Ltd. has reaffirmed our belief that meaningful transformation comes from collective commitment. We have witnessed the organisation take bold steps toward integrating ESG into operations, culture, governance, and decision-making. What we see here is not just compliance — it is a genuine shift toward responsible growth, supported by leadership intent and operational discipline.

This year's journey reflects a growing maturity in how sustainability is understood and actioned across the organisation. From strengthening internal systems and building data integrity to embedding climate considerations into strategic planning, LPS Bossard Pvt. Ltd. has demonstrated that sustainability is not an annual exercise, but a continuous evolution.

At Growlity, we believe that sustainability becomes truly transformative when it is owned by people at every level. That is exactly what we have experienced here: a shift from isolated initiatives to an organisation-wide commitment that aligns ambition with action.

We are proud to support this journey and remain dedicated to helping LPS Bossard Pvt. Ltd. strengthen its foundations, innovate responsibly, and lead with purpose in an increasingly dynamic world.

DR. NITIN DUMASIA

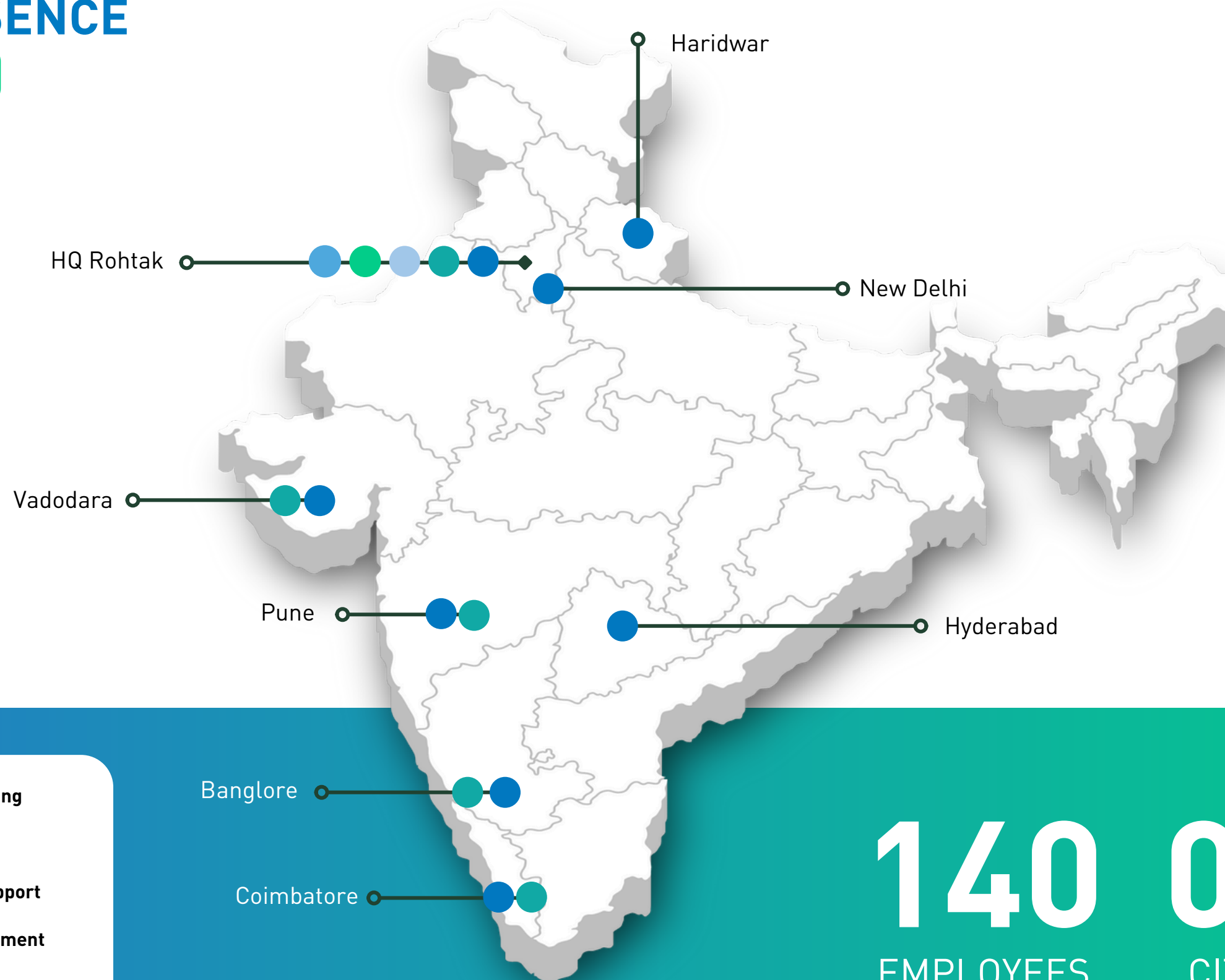
PRESIDENT AND CEO, GROWLITY





OUR PRESENCE

GRI 2-1,2-2



- Sales & Marketing
- Warehouse
- Engineering support
- Vendor Development
- Distribution of fasteners

140
EMPLOYEES

09
CITIES

11
LANGUAGES



OUR JOURNEY

1998

LPS Bossard Pvt .Ltd: Established in 1998, headquartered in Rohtak

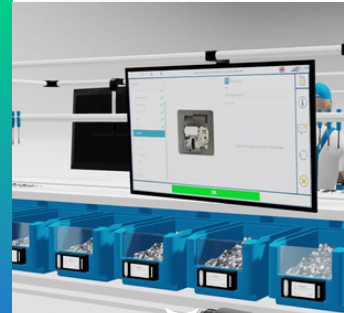


2001

Bangalore branch office established.

2002

Pune branch office was established.



2003

Chennai branch was established.



2004

New Delhi branch was established.

2005

Hyderabad branch was established.

2006

Kharawar campus expansion - Offices, Labs, Warehouse.



2007

Distribution center established in Bangalore.



2008

Distribution center established in Pune.



2010-11

The Vadodara office was established with a subsequent distribution center.

2012

Haridwar branch was established.



OUR JOURNEY

2013

Tree planting initiative commenced with 3,000 trees.

**2016**

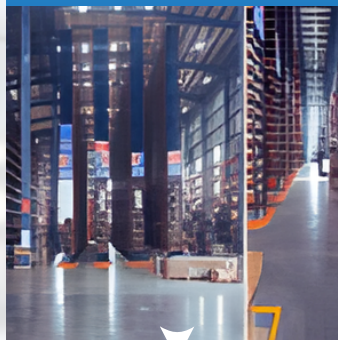
Distribution center established in Chennai.

2017

A solar system with a total capacity of 700 KWP was installed at the HQ – Rohtak.

**2018**

Rohtak master distribution center began operations.

**2019**

Stepped into precision component manufacturing.

2020

Pandemic: We facilitated COVID vaccinations for the public and our employees.

2022

Coimbatore office opened with warehouse facility.

**2021**

AQI & ZLD Installed.

2023

Till now planted 50,000+ trees, yielding 4.5-5.9 million kg of annual oxygen for a healthier environment.

**2024**

Achieved Great Place to Work certification

**2025**

LEED Platinum Certified Office in Rohtak, Haryana



OUR GUIDING PRINCIPLES

GRI 2-22

BOSSARD



Our Values – The Roots of Our Culture



Trust

We build relationships founded on openness and integrity. Being trustworthy and trusting others helps us perform better and connect meaningfully.



Entrepreneurship

We think boldly and act responsibly, empowering our teams to take initiative and navigate change with confidence and agility.



Social Responsibility

We think boldly and act responsibly, empowering our teams to take initiative and navigate change with confidence and agility.



Leadership

We enable our people to take decisions that strengthen our organization and create a winning team spirit.



Credibility

We keep our word and honor our commitments — we say what we do, and we do what we say.



OUR GUIDING PRINCIPLES

GRI 2-22

Our Guiding Principles – How We Live Our Values (GRI 2-22)

As part of the Bossard Group, our guiding principles represent the living expression of our values in action. They define how we think, act, and collaborate every day:

We Empower – We trust our people and encourage ownership. Leaders focus on why we act, not just how, cultivating initiative and accountability.

We Collaborate – We believe that together, we achieve more. Cross-functional teamwork strengthens our impact and builds collective intelligence.

We Deliver Value – Every action is guided by purpose — to create tangible, measurable value for our customers, partners, and society.

We Experiment – We foster innovation by embracing ideas, taking calculated risks, and learning from experience.

We Talk Real – Honest, transparent communication builds trust. We value feedback, openness, and constructive dialogue.

Our Sustainability Focus – Anchored in Four Pillars (GRII 2-22)

Aligned with the Bossard Group's global sustainability strategy, LPS Bossard drives progress through four focus areas:

Future-Proven Solutions – Innovating smarter fastening and assembly technologies that enable our customers to build more sustainable products.

Reduced Footprint – Minimizing environmental impact through efficient operations, renewable energy adoption, and waste reduction.

Empowered People – Fostering safety, inclusion, and continuous learning to help every employee reach their full potential.

Fair Partnership – Upholding ethics, transparency, and long-term collaboration with customers, suppliers, and communities.

Together, these anchors guide us toward our goal of making every connection we create – whether mechanical or human — a step toward a smarter and more sustainable world.



OUR GUIDING PRINCIPLES

GRI 2-22



OUR PURPOSE

Our purpose is to make industrial productivity meaningful by helping our customers enhance their competitiveness sustainably and measurably. Guided by our Proven Productivity philosophy, we deliver integrated solutions that merge efficiency with responsibility — because we believe that even the smallest part can drive meaningful change for business, society, and the planet.

OUR VISION

OUR WINNING ASPIRATION

Proven Productivity

At LPS Bossard, this global vision defines our local ambition. We aim to be India's most trusted partner in fastening and assembly solutions blending productivity, precision, and sustainability in everything we do.

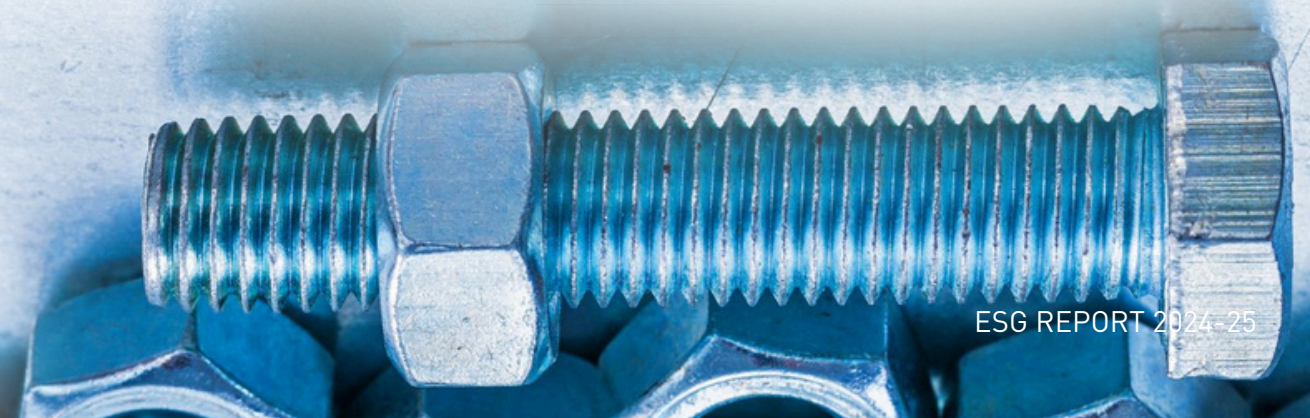
Guided by the Bossard Group's global purpose of "bringing Proven Productivity and sustainability to every assembly operation in the world," we are committed to transforming industrial assembly into a catalyst for performance, responsibility, and progress.

OUR MISSION

Our mission is to bring the global Bossard Proven Productivity promise to the Indian manufacturing ecosystem by:

- » Delivering productivity improvements through engineering excellence, smart logistics, and digital innovation.
- » Embedding sustainability in every process, reducing environmental impact through responsible sourcing, energy efficiency, and waste minimization.
- » Empowering our people to lead with integrity, curiosity, and collaboration.
- » Building fair partnerships across our value chain to create shared, long-term value.

Through this mission, we align performance with purpose ensuring that industrial progress contributes positively to people and the planet.





EMBEDDING RESPONSIBILITY INTO PRODUCTIVITY

GRI 2-22



**Sustainability is not an initiative - it's a reflection
of who we are and how we choose to grow.**



At LPS Bossard, we believe that productivity holds true value only when it is responsible. Our business strategy is built on integrating Environmental, Social, and Governance (ESG) principles into every stage of our value chain — from product design and procurement to manufacturing, logistics, and customer engagement.

This integrated approach ensures that growth supports not only financial performance but also the long-term wellbeing of our people, partners, and planet. ESG for us is not a standalone initiative; it is a mindset that shapes how we think, act, and deliver value every day.

Sustainability at LPS Bossard is steered by the Leadership and EHS Committee, which oversees implementation, monitoring, and review of ESG performance across functions. Dedicated taskforces manage focus areas such as energy management, waste reduction, employee wellbeing, and community development, while internal audit and safety committees ensure compliance with ISO 9001, 14001, and 45001 standards. Periodic management reviews enable course correction, data validation, and continuous improvement, reinforcing our commitment to transparent and accountable governance. Each of these efforts strengthens our ability to deliver on our “Proven Productivity” promise ensuring that operational excellence and responsible growth progress together.

Our ESG Commitments in Action

Through ESG integration, we aim to achieve:



Operational excellence
through energy efficiency, process optimization, and material efficiency.



Employee wellbeing
through proactive safety culture, inclusion, and development.



Customer confidence
through responsible, traceable, and high-quality solutions.



Supply-chain resilience
through ethical sourcing and transparent partnerships.



Environmental stewardship
through resource conservation, renewable energy, and emission reduction.





EMBEDDING RESPONSIBILITY INTO PRODUCTIVITY

GRI 2-22

Our Strategic ESG Focus

ENVIRONMENT

Strategic Focus

Enhance resource efficiency and minimize our ecological footprint.

Key Actions & Examples

- ▶ Deployment of solar energy systems and renewable sourcing.
- ▶ HVAC optimization and energy audits for operational efficiency.
- ▶ Implementation of ISO 14001 standards across sites.
- ▶ Mega Tree Plantation Drive — planting and maintaining over 20,000 trees annually, including development of a Miyawaki forest within our Rohtak campus.
- ▶ Zero Liquid Discharge (ZLD) and strict waste segregation framework.
- ▶ LEED v4.1 O+M Platinum certification journey at the Rohtak facility.

SUSTAINABLE PROCUREMENT

Strategic Focus

Build a responsible and resilient supply chain.

Key Actions & Examples

- ▶ Supplier Code of Conduct and ESG-based supplier evaluations.
- ▶ Responsible sourcing of materials and packaging.
- ▶ Circularity-focused collaborations with partners.
- ▶ Integration of digital monitoring dashboards for supplier performance.

SOCIAL

Strategic Focus

Empower and protect our workforce while uplifting communities.

Key Actions & Examples

- ▶ ISO 45001 certification, behaviour-based safety training, and EHS-WMS implementation.
- ▶ Diversity, equity, and inclusion programs promoting equal opportunity and leadership development.
- ▶ Collaboration with 12 NGOs, positively impacting thousands of lives through education, health, and livelihood initiatives.
- ▶ Structured welfare programs, grievance redressal mechanisms, and CSR interventions aligned with national SDGs.

GOVERNANCE

Strategic Focus

Uphold ethics, integrity, and transparency across all operations.

Key Actions & Examples

- ▶ Strong governance architecture in accordance with BRSR, GRI, and EcoVadis frameworks.
- ▶ Board-led oversight of ESG risks and compliance.
- ▶ Whistleblower policy, Code of Conduct, and conflict minerals reporting.
- ▶ Supplier assessments aligned with Responsible Business Alliance (RBA) criteria.
- ▶ Continuous improvement under internal audit and leadership supervision.



SUSTAINABILITY DASHBOARD

E

ENVIRONMENTAL

1.84

GHG Emission Intensity
(tCO₂eq / Revenue)

11.28

Energy Intensity
(Kwh /Revenue)

78.9%

Renewable Energy

650

KL Water Recycled

0.83

Recycled Waste (MT)



S

SOCIAL

7.87

Attrition Ratio

30

Average Training Hours per employee

00

LTIFR

00

LTSFR

00

Work Related Injuries



G

GOVERNANCE

00

Complaints reported on Corruption

00

Data Breach Incident

100%

Trading partner covered by due diligence

100%

Suppliers evaluated on Sustainability performance

90%

Buyers received training on sustainable procurement



GOVERNANCE

“ THE THREAD THAT HOLDS INTEGRITY





GOVERNANCE FRAMEWORK

GRI 2-9, 2-12, 2-23, 2-24

At LPS Bossard, integrity is engineered into every connection we create. Governance is not a framework on paper it is the invisible thread that holds our performance, people, and purpose together.

Rooted in the Bossard Group's global values, our governance philosophy is built on one belief that Proven Productivity is only possible through Proven Integrity. Every process, policy, and partnership is guided by transparency, accountability, and ethical decision-making. We uphold a culture where compliance is second nature and responsibility is shared. Our governance ecosystem combines strong leadership oversight with robust policies on ethics, anti-corruption, risk, and data privacy ensuring that we operate with fairness and foresight. Through continuous review, internal audits, and open channels for reporting and feedback, we reinforce trust within our organization and across our value chain. Participation in international standards and voluntary commitments from ISO certifications to sustainability charters — reflects our commitment to doing what's right, not just what's required.

As we advance in digitalization, smart logistics, and sustainable manufacturing, governance remains our compass — ensuring that innovation never compromises integrity. It is what transforms our productivity into progress, and our performance into purpose.

The governance structure of LPS Bossard is overseen by the Board of Directors, supported by key committees for Audit, ESG, and Compliance. Each committee operates under clearly defined charters, ensuring balanced oversight of strategic, financial, and sustainability-related matters.

Our Code of Conduct outlines the ethical standards expected from all employees, suppliers, and business partners. It covers aspects such as anti-bribery, conflict of interest, fair competition, and responsible communication. Regular compliance training ensures consistent awareness and adherence to these principles.



SUSTAINABILITY STEERING COMMITTEE

GRI 2-9, 2-11, 2-12, 2-13, 2-14



MR. RAJESH JAIN
MANAGING DIRECTOR



Mr. Vineet Talwar
Sales & Marketing



Mr. Karan Raj Sharma
Supply Chain & Logistics



Mr. Sobhit
Engineering



Mr. Mukesh Singh
Business Excellence &
Sustainability



Ms. Neha Mendiratta
Human Resources



Mr. Anil Chahal
Finance



Mr. Soumen Banik
Information Technology



Mr. Sanjay Sharawat
Quality Assurance

At LPS Bossard, governance is a shared commitment that drives integrity, accountability, and sustainable growth. The Board of Directors, chaired by the Managing Director, oversees corporate governance, compliance, and ESG performance, ensuring alignment with our principles of Proven Productivity. Under its guidance, the cross-functional Sustainability Steering Committee embeds sustainability across all functions — from climate action and workplace safety to ethical sourcing and data protection.

The Ethics and Compliance Committee oversees the Code of Conduct, whistleblower system, and anti-corruption framework, fostering fairness and transparency across all operations. It also monitors employee and supplier training to ensure consistent ethical awareness. The Internal Audit and Risk Team upholds governance integrity through regular audits and reviews aligned with ISO 9001, ISO 14001, and ISO 45001 standards. At the operational level, cross-functional teams embed these principles into daily practices. Together, these mechanisms reinforce LPS Bossard's commitment to responsible leadership, integrity, and continuous improvement.

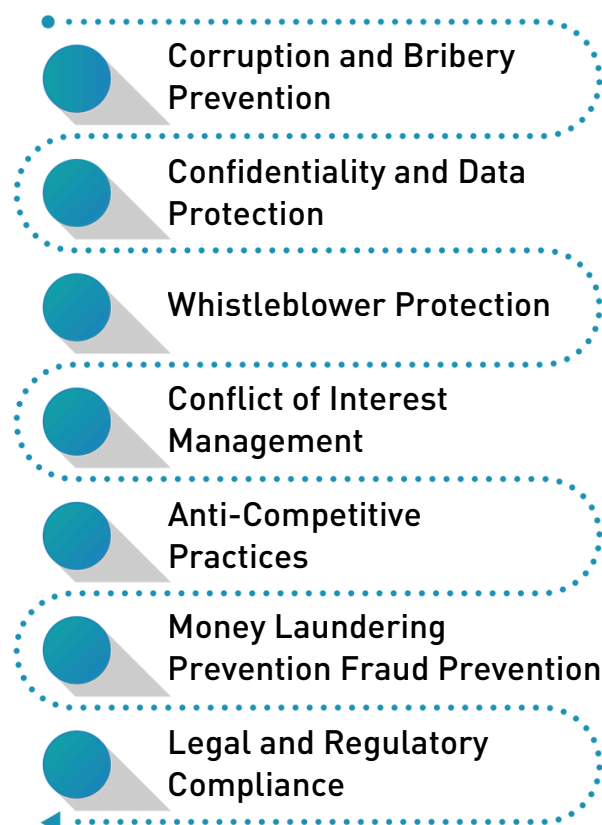


POLICIES & SYSTEMS THAT STRENGTHEN OUR GOVERNANCE

At LPS Bossard, governance is not a compliance requirement — it is the foundation of our culture of integrity, accountability, and transparency. Our governance systems are designed to ensure that ethical practices and responsible decision-making are embedded across all levels of the organization.

Our Policy Focused on: (GRI 2-23, 2-24, 2-27)

Each of the following areas represents a critical component of our ethics governance. These focus areas are embedded within our policies, reinforced through training, and monitored through regular compliance reviews:



Preventing Corruption

- Carry out due diligence specific to anti-bribery and corruption when evaluating mergers and acquisitions and joint ventures.
- Ensure inclusion and compliance of anti-bribery clauses into 100% of supplier and partner contracts by year 2030.

Conflict of Interest

- Achieve 100% completion rate of Conflict-of-Interest disclosures by all managers by year 2030.
- Promote a culture of transparency, encouraging employees to avoid situations where personal interests could conflict with business interests.

Fraud

- Maintain zero fraud - related incidents annually.
- Strengthen organizational trust by establishing a zero-tolerance approach to fraudulent behavior.

Anti-Money Laundering (AML)

- 100% of relevant employees complete AML training by year 2030.
- Promote awareness of AML responsibilities among employees, emphasizing vigilance in transactions.

Information Security

- Ensure 100% compliance with information security audits conducted across all departments annually.
- Ensure continuous improvement of security measures in line with emerging threats and regulatory requirements.

Responsible Use of Company Assets

- Maintain 100% compliance with asset usage policies by year 2030.
- Implement clear guidelines for personal use of company assets to avoid conflicts.

Review Mechanism (GRI 2-26)

The Ethics Policy is reviewed annually—or earlier when triggered by regulatory updates, audit findings, or stakeholder feedback. Effectiveness is assessed through structured evaluations and internal audits. Any amendments or updates are approved by senior management and communicated across the organisation to ensure company-wide awareness and alignment.

Addressing Policy Violations (GRI 2-25)

LPS Bossard Pvt. Ltd. follows a zero-tolerance approach to any breach of its Ethical Conduct Policy. All incidents are handled promptly and fairly to uphold our values of integrity and transparency.

Reporting: Employees and stakeholders can confidentially report suspected misconduct through designated internal channels or the whistleblower system, without fear of retaliation.

Investigation: Each report is reviewed impartially by authorized personnel or independent experts, ensuring confidentiality and timely resolution.

Corrective Action: Proven violations result in proportionate disciplinary measures — from formal warnings and retraining to suspension, termination, or legal action, depending on the nature of the offense.

Protection: Retaliation against individuals who report or assist in investigations is strictly prohibited and treated as a serious breach of policy.

Policies that Reinforce Accountability (GRI 2-27)

To strengthen organizational governance, LPS Bossard has implemented a suite of policies, including:

- ▶ Ethics and Anti-Corruption Policy
- ▶ Whistleblower and Grievance Redressal Policy
- ▶ Human Rights and Labour Practices Policy
- ▶ Supplier Code of Conduct
- ▶ Conflict of Interest and Gift Policy
- ▶ Data Privacy and Information Security Policy

Each policy is periodically reviewed to ensure alignment with national laws, international standards, and stakeholder expectations.

Implementation and Oversight

Implementation of governance systems is led by cross-functional teams comprising representatives from HR, Finance, Legal, and Operations. The Compliance Officer and Internal Audit Team monitor adherence to policies through internal audits, site reviews, and reporting dashboards. A confidential whistleblower mechanism allows employees and stakeholders to raise concerns about ethical breaches without fear of retaliation. All reported cases are reviewed independently, ensuring fairness and transparency in resolution.



ETHICS, COMPLIANCE & ANTI-CORRUPTION

Introduction

At LPS Bossard, ethics is not a policy—it is a culture that defines how we operate. We are committed to conducting business with the highest standards of integrity, fairness, and accountability. Our Code of Conduct and Ethics Policy apply to all employees, contractors, suppliers, and partners, setting clear expectations for lawful and responsible conduct.

LPS Bossard stands firmly against all forms of corruption, fraud, retaliation, and anti-competitive practices. Ethical safeguards are woven into our daily operations to ensure that every interaction—internal or external—is guided by honesty and respect.

Ethics Internal Assessment and Compliance Due Diligence (GRI 2-24)

LPS Bossard undertakes due diligence of suppliers and third-party partners to ensure alignment with our ethical, legal, and sustainability principles. This includes supplier questionnaires, document verification, and, where required, on-site or virtual audits. Key assessment areas include anti-corruption compliance, information security, fair labour practices, and environmental responsibility.

Parallel to this, internal audits assess the company's compliance systems—verifying the strength of controls, employee awareness, and process transparency.

Corrective and preventive actions are implemented promptly wherever gaps are identified.

In alignment with our zero-tolerance approach to corruption and fraud, LPS Bossard conducts regular anti-bribery and AML reviews, ensuring all financial and vendor transactions meet global ethical standards. Fraud detection mechanisms, whistleblower alerts, and internal audits act as key preventive layers against unethical or illegal activities.

Whistleblower Mechanism (GRI 2-16)

LPS Bossard's Whistleblower Procedure enables employees, contractors, suppliers, and stakeholders to confidentially report unethical behaviour, fraud, or policy violations. Reports may be made through secure channels such as email or hotline, ensuring complete confidentiality.

The mechanism guarantees anonymity, strict non-retaliation, and prompt investigation of all reported concerns. Each report is reviewed by the Ethics & Compliance Committee, which oversees corrective measures and ensures resolution within defined timeframes.

Training & Awareness on Ethics (GRI 2-24, 205-2)

Ethical awareness is a continuous journey. Every new employee at LPS Bossard undergoes induction-level ethics training, followed by annual refreshers and targeted workshops for high-risk roles.

Key Topics Covered:

- ▶ Code of Conduct and ethical behaviour
- ▶ Conflict of interest management
- ▶ Data privacy and information security
- ▶ Non-retaliation and fair treatment
- ▶ Anti-corruption and bribery prevention
- ▶ Whistleblower protection
- ▶ Gifts, hospitality, and entertainment

Financial Year	Employee Coverage (%)	Site Coverage (%)	Remarks
2022–23	85%	100%	Introduction of digital ethics modules
2023–24	93%	100%	Integration into HR learning system
2024–25	100%	100%	Extended to contract staff and suppliers

Through strong governance, active oversight, and a culture of openness, LPS Bossard continues to uphold the principles of integrity and trust—ensuring that ethical responsibility remains central to every business decision.



MANAGING RISK & BUSINESS CONTINUITY

At LPS Bossard, we recognize that a resilient organization is one that can anticipate, absorb, and adapt to change without compromising its values or objectives. Our Risk Management and Business Continuity Framework provides a structured approach to identifying, assessing, and mitigating risks across our operations, supply chain, and markets.

Risk Management Approach (GRI 2-23, 2-12, 2-14, 2-16, 3-3)

Risk management at LPS Bossard is integrated into every strategic and operational decision. Our framework follows a three-tier structure — risk identification, evaluation, and mitigation, supported by a robust internal control system.

Risks are categorized into strategic, operational, financial, environmental, and social domains, ensuring comprehensive visibility across all functions. Each business function maintains a risk register that is reviewed quarterly by respective heads and consolidated at the corporate level. The ESG Steering Committee and the Board oversee key enterprise risks such as climate impact, regulatory compliance, supply chain disruption, cybersecurity, and occupational safety.

Ethical, financial, and operational risks are continually assessed through a three-tier review — identification, mitigation, and monitoring. Special emphasis is

placed on corruption risks, information security threats, and compliance gaps. Corrective actions are documented and reviewed quarterly by the Risk & Compliance Committee to ensure continual improvement.

Our commitment to risk resilience is complemented by strong ethical governance — where every employee understands their role in identifying and reporting red flags related to fraud, corruption, or cyber vulnerabilities. This shared vigilance ensures that integrity and business continuity move together.

Ethical Risk Assessment (GRI 2-23, 205-1)

To proactively identify and mitigate risks, LPS Bossard performs periodic ethical risk assessments across operations, supply chains, and financial processes. These assessments focus on:

Corruption and bribery exposure

Improper gifts and hospitality

Conflicts of interest in procurement

Irregular or unapproved transactions

Data privacy vulnerabilities

Weak internal control systems

Findings are reviewed quarterly by the Ethics & Compliance Committee, which oversees mitigation measures and integrates insights into employee training and process improvements.

Business Continuity Planning (GRI 3-3, 2-27, 2-14, 2-23)

LPS Bossard's Business Continuity Plan (BCP) ensures uninterrupted service to customers and sustained operational stability even during unforeseen events such as natural disasters, system failures, or pandemics.

Key components of our BCP include:

- Emergency Response Plans across all operational sites
- Backup and recovery systems for critical digital infrastructure
- Alternate supplier mapping and redundant logistics arrangements
- Crisis communication channels for internal and external stakeholders

Annual mock drills, simulation exercises, and risk scenario analyses are conducted to test response readiness. The lessons learned from these exercises are documented and integrated into continuous improvement plans.

Through this proactive approach, LPS Bossard ensures that business continuity is not just a compliance measure but a strategic pillar of long-term resilience.





DATA PRIVACY, CYBERSECURITY & RESPONSIBLE DIGITALISATION

As a digitally evolving enterprise, LPS Bossard recognizes that safeguarding information is fundamental to responsible business. Our commitment to data privacy, cybersecurity, and responsible digitalisation ensures that every technological advancement upholds the highest standards of confidentiality, transparency, and ethical responsibility.

Data Governance and Privacy Protection (GRI 418-1, 2-23, 2-24, 2-27, 3-3)

LPS Bossard follows strict data governance protocols that align with global standards such as the General Data Protection Regulation (GDPR) and relevant national data protection laws.

Our Data Privacy Policy outlines principles of data collection, processing, retention, and disposal, ensuring that all personal and sensitive information is handled transparently and securely.

Employee data, client records, and supplier information are stored in encrypted systems with controlled access permissions. Regular privacy impact assessments are conducted to identify risks and ensure compliance with evolving data protection regulations.

Stakeholder Consent and Data Processing Transparency (GRI 418-1, 2-29, 2-25, 3-3)

LPS Bossard ensures that all collection, processing, sharing, and retention of confidential data — including employee, supplier, and customer information — are

conducted only after obtaining explicit stakeholder consent. These consent mechanisms are embedded into HR, supplier onboarding, and customer engagement systems (Documentation maintained in the ERP/CRM system). The approach aligns with international privacy principles and ensures that all parties are fully informed about how their data is used, stored, and shared.

Cybersecurity Management (GRI 418-1, 2-27, 2-23, 3-3)

Incident Response and Breach Management

To strengthen our cyber resilience, LPS Bossard has established a comprehensive Incident Response Plan (IRP) that defines protocols for managing potential breaches of confidential information. The plan includes predefined escalation procedures, notification timelines, root-cause analysis, and corrective action tracking. Regular mock drills (once per year) are conducted to test the plan's effectiveness, ensuring rapid containment and transparent communication with affected stakeholders in the unlikely event of an information breach.

We employ a multi-layered cybersecurity framework which is conducted every month that combines preventive, detective, and responsive controls. Key measures include:

- Firewalls and intrusion detection systems
- Regular penetration testing and vulnerability assessments
- Secure network architecture and data encryption protocols
- Multi-factor authentication and access control mechanisms
- Employee awareness and phishing prevention training

Incident response teams are equipped to manage cyber threats promptly, minimizing potential disruptions or data breaches. To maintain information integrity, we enforce strict data access protocols, monitor system vulnerabilities, and provide periodic employee training on phishing prevention, data handling, and secure communication. Each department undergoes regular information security audits to ensure 100% compliance with company standards and data protection laws.

Responsible Digitalisation (GRI 3-1, 3-2, 3-3)

Our approach to digitalisation emphasizes both efficiency and ethics. LPS Bossard promotes responsible use of digital tools from automation and analytics to artificial intelligence — ensuring that technology enhances human capabilities rather than replaces them.

We also prioritize energy-efficient IT infrastructure and e-waste management, reducing the environmental footprint of our digital operations.

Through robust cybersecurity practices, transparent data management, and ethical digitalisation, LPS Bossard upholds the trust of its stakeholders and strengthens its position as a responsible, future-ready enterprise.



ENVIRONMENT

ENGINEERING EFFICIENCY FOR A GREENER TOMORROW





ENVIRONMENTAL POLICIES

GRI 3

At LPS Bossard, sustainability begins at the design stage. Every solution we engineer is built on the belief that operational excellence and environmental responsibility can—and must—coexist. Guided by the Bossard Group's purpose of "Proven Productivity through Proven Sustainability," we are decoupling business growth from resource consumption and greenhouse gas emissions through three principles:

Our Policy Focused on [GRI 2-23, 2-24, 2-25, 3-3]



Energy consumption and GHGs

- Transition to renewable energy sources where feasible to reduce Scope 2 emissions.
- Achieve total reduction of Scope 1 and Scope 2 GHG emissions by 60% till year 2030.
- Improve overall energy efficiency of operations by 25% by year 2030 through process optimization and energy audits.

Air Pollution

- Reduce particulate matter (PM) and NO_x emissions from operations by 10% till year 2030.
- Maintain all warehouse vehicles and forklifts in optimal condition to minimize emissions.

Materials and Waste

- Achieve 90% segregation of waste streams at all operational sites by year 2030.
- Minimize single-use packaging materials by promoting returnable or reusable alternatives.

Water

- Reduce total freshwater consumption by 10% till year 2030.
- Implement rainwater harvesting to supplement non-potable water use.

Biodiversity

- Plant and maintain 50000 native trees by year 2030.
- Avoid use of harmful pesticides or chemicals in landscaping and pest control.

Customer Health and Safety

- Audit 100% of product lines for compliance with global material safety standards by year 2030.
- Maintain safe indoor air quality and hygiene standards within all warehouse zones.

Environmental Services & Advocacy

- Train 80% of key suppliers in sustainability and environmental management by year 2030.
- Participate in local or industry-level environmental programs and partnerships.

Review Mechanism [GRI 2-24, 2-23, 2-27]

The Environment Policy is reviewed annually—or earlier when triggered by regulatory updates, audit findings, or stakeholder feedback. Effectiveness is assessed through structured evaluations and internal audits. Any amendments or updates are approved by senior management and communicated across the organisation to ensure company-wide awareness and alignment.

Policy Highlights [GRI 3-3, 2-23]

LPS Bossard's Environmental Policy reflects our commitment to responsible growth and environmental stewardship. The policy ensures compliance with all applicable environmental laws while promoting energy efficiency, waste reduction, water conservation, and biodiversity protection. Through measurable goals and transparent reporting, we aim to reduce our carbon footprint, enhance resource efficiency, and create long-term value for stakeholders in alignment with the UN Sustainable Development Goals. For LPS Bossard, sustainability is not an initiative but an engineering principle. Our Environmental Policy ensures that every

product, process, and partnership contributes to responsible growth. By combining innovation with environmental stewardship, we aim to lead our industry toward a future defined by efficiency, resilience, and respect for the natural world.

Responsibilities [GRI 2-18, 2-19, 2-23]

- ▶ **Management**
- ▶ **Environmental & Facility Team**
- ▶ **Operations & Warehouse Team**
- ▶ **Procurement & Supplier Management**
- ▶ **Employees & Contractors**
- ▶ **ESG / Sustainability Coordinator**

The team reviews to ensure alignment with national laws, international standards, and stakeholder expectations.

Implementation and Oversight [GRI 2-23, 2-24, 2-18]

Implementation of governance systems is led by cross-functional teams comprising representatives from HR, Finance, Legal, and Operations. The Compliance Officer and Internal Audit Team monitor adherence to policies through internal audits, site reviews, and reporting dashboards.

A confidential whistleblower mechanism allows employees and stakeholders to raise concerns about ethical breaches without fear of retaliation. All reported cases are reviewed independently, ensuring fairness and transparency in resolution.



OUR ENVIRONMENTAL PHILOSOPHY

GRI 3

Engineering Efficiency for a Greener Tomorrow (GRI 2-23, 2-24, 302-3, 302-4, 305-5, 305-3, 403-5)

At LPS Bossard, we believe that sustainability begins with design. Every solution we engineer is guided by the conviction that operational excellence and environmental responsibility go hand in hand. Inspired by the Bossard Group's global purpose of Proven Productivity through Proven Sustainability, we are working to decouple growth from resource consumption and greenhouse-gas emissions.

Our environmental philosophy rests on three interlinked principles:



Efficiency by Design

We embed energy-efficient processes and smart manufacturing systems across our operations. Through lean engineering, automation, and process optimisation, we aim to continually reduce material and energy intensity per product unit.



Responsibility in Action

Our operations follow an integrated Environmental Management System (EMS) aligned with ISO 14001 and ISO 50001 standards. The EMS sets clear objectives and targets across key areas energy and GHGs, water, waste, chemicals, and biodiversity—and drives continual improvement through periodic reviews and internal audits.



Innovation for Impact

Digitalisation, data analytics, and renewable technologies form the foundation of our decarbonisation journey. We continually invest in renewable-energy sourcing, green logistics, and circular-economy solutions that deliver measurable impact.

During 2024, we strengthened our environmental performance through tangible actions:



Energy Efficiency & GHG Reduction: Achieved a 25 % reduction in energy-use intensity compared with 2022 through lighting, HVAC, and process optimisation projects.



Renewable Energy Transition: Increased renewable-energy share to 78.9 % of total electricity consumption.



Carbon & Energy Audit: Completed site-level audits covering Scope 1 and 2 emissions to identify further opportunities for reduction.



Employee Engagement: Conducted Energy Champions Training and Green Factory Week campaigns to build awareness on conservation and climate action.



Value-Chain Collaboration: Initiated supplier engagement and logistics-optimisation programs to begin addressing Scope 3 emissions.

Through our flagship Smart Factory Logistics and Smart Assembly Solutions, we extend this commitment beyond our own boundaries—helping customers reduce energy use, material waste, and carbon intensity within their production lines.

At LPS Bossard, environmental stewardship is more than compliance—it is an engineering discipline. By embedding efficiency and innovation into every connection we make, we aspire to build a resilient, low-carbon, and intelligent manufacturing ecosystem.



ENERGY, EMISSIONS & CLIMATE ACTION

Powering Productivity with Responsibility
(GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 2-23, 2-24, 3-3, 403-5)

At LPS Bossard, every connection we engineer reflects a deeper commitment to energy efficiency and climate responsibility. We believe that true productivity is measured not only by output, but by the efficiency and sustainability of the systems that power it. Anchored in our Engineering Efficiency for a Greener Tomorrow roadmap, our energy and emissions strategy focuses on three imperatives: reduce consumption, replace with renewables, and reimagine operations.

Over the past three years, we have steadily transitioned towards a low-carbon operating model. In FY 2024–25, approximately 78.9 % of our total electricity was derived from renewable or low-carbon sources through rooftop solar installations of 5 MW capacity and green-power purchase agreements. Our carbon and energy audits, conducted across all major facilities, identified efficiency opportunities of nearly 1000 MWh, laying the foundation for a measurable reduction in energy intensity by 2030.

To ensure continuous improvement, we operate a Carbon Management System that tracks Scope 1, 2, and key Scope 3 emissions. The system integrates digital dashboards for real-time energy monitoring and periodic review by the ESG

Steering Committee. The latest assessment confirmed that we remain on track to achieve our 2030 target of 26 % reduction in GHG intensity compared with the 2022 baseline.

Efficiency measures have been systematically embedded into everyday operations. The complete transition to LED lighting with motion and daylight sensors has already lowered lighting-related energy use by around 20 %, while HVAC optimization—through variable-frequency drives, temperature zoning, and improved insulation—has further reduced overall consumption. Smart controls within assembly and testing units have minimized idle energy loads and enhanced precision in compressed-air systems.

People remain central to our climate journey. Through our Energy Champions initiative and periodic Green Factory Week, employees undergo focused training on conservation, climate awareness, and operational discipline. This growing culture of shared accountability ensures that every individual contributes to our collective progress.

Beyond facility operations, our decarbonisation efforts extend into logistics and supply chain networks. The route optimization program and improved fleet management practices have cut fuel use by 50 %, with pilot deployment of electric delivery vehicles currently underway. We also work closely with suppliers, giving preference to those with robust GHG-

management practices and verified reduction goals. At the same time, increased reliance on digital collaboration tools has reduced travel-related emissions by 25 % year-on-year, reflecting our broader Scope 3 commitment.

Residual emissions from critical operations, including emergency generators and mobile equipment, are offset through verified carbon credits, supporting certified reforestation and renewable-energy projects in India.

Indicator	2022	2023	2024	Target 2030
Total Energy Consumption (MWh)	4845.72	4646.64	5098.36	4361.14
Renewable Energy Share (%)	63.3	77.2	78.9	60
Energy Intensity (kWh/₹ million revenue)	15.48	13.08	11.28	13.93
Share of Recycled Packaging (%)	20	30	45	80

As we move forward, LPS Bossard will expand its on-site solar generation, transition logistics fleets to electric mobility, and strengthen supplier engagement on carbon disclosure. With continuous digital monitoring and transparent reporting, we aim to ensure that innovation, integrity, and climate action remain inseparable threads of our growth story.

At LPS Bossard, we don't just measure energy — we engineer efficiency. Every watt saved, every emission avoided, and every employee empowered brings us one step closer to a carbon-efficient, climate-resilient future.





ENERGY, EMISSIONS & CLIMATE ACTION

tco2eq



SCOPE 1

111.22

2022

137.02

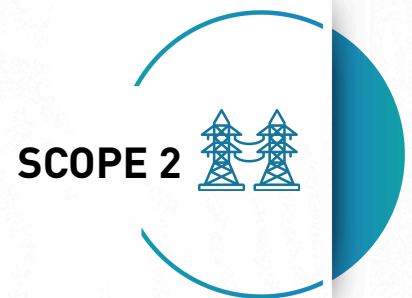
2024

113.28

2023

77.85

TARGET 2030



SCOPE 2

700.07

2022

696.29

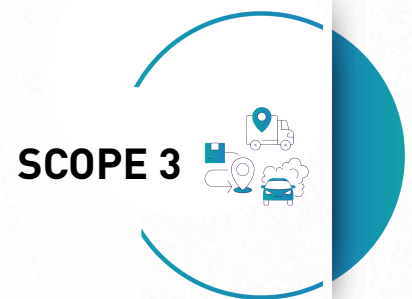
2024

641.48

2023

490.05

TARGET 2030



SCOPE 3

2,075.39

2022

2,303.97

2024

1,959.37

2023

1930.11

TARGET 2030

TRAINING ON GHG AND ENERGY CONSERVATION (MANHOURS)



140

2022

200

2024

193

2023

250

TARGET 2030



SUSTAINABLE OPERATIONS

Efficiency Engineered into Every Action

At LPS Bossard, sustainability is not a separate function it is how we operate every day. From procurement to production, from logistics to waste management, each decision is guided by our commitment to efficiency, safety, and accountability. Our operational philosophy is rooted in a simple belief: a process is sustainable only when it adds value to both performance and the planet.

Over the past few years, we have embedded sustainability principles across all operational layers — optimizing material use, minimizing waste, and enforcing strict environmental and safety controls at every site. Each facility operates under a structured Environmental Management System aligned with ISO 14001, ISO 45001, and the Bossard Group's global sustainability framework, ensuring compliance, transparency, and continuous improvement.

Resource Efficiency and Responsible Material Use (GRI 301-2, 306-1)

Our manufacturing excellence is driven by innovation and resource consciousness. Through process re-engineering and lean manufacturing, we have achieved measurable reductions in raw material consumption, particularly in packaging and fastener production. Reuse and recycling initiatives within our machining and assembly lines help minimize scrap generation, contributing to circularity in material flow.

We continuously evaluate input materials to identify bio-based and eco-friendly alternatives wherever feasible. Material usage audits conducted during 2024 indicated a 10% reduction in material intensity per production unit, supported by employee-led kaizen projects on process optimization.

Hazardous substances, where unavoidable, are managed under a strict control protocol that includes dedicated storage, labeling, and transport systems compliant with national and international safety regulations. Periodic training ensures that employees handling chemicals and oils are fully equipped to prevent spills, exposure, or misuse. Emergency preparedness and spill-response simulations are conducted at least twice a year across all operational sites.

In alignment with our commitment to biodiversity restoration, LPS Bossard has developed and maintains a Miyawaki Forest across an area of approximately 5,223 sq. m near its facility. The plantation covers two adjoining zones — a 6th-acre plot and a 2.2-acre extension — with an effective forest area of 4,223 sq. m, hosting over 11,800 saplings from 50+ indigenous species. This dense, multi-layered native forest has been designed based on Potential Natural Vegetation (PNV) principles, ensuring self-sustaining ecosystem growth. By restoring native flora and strengthening local biodiversity, the initiative contributes to improved soil quality, enhanced microclimate regulation, and long-term carbon sequestration in the region.

Waste Minimization and Circular Practices (GRI 301-2)

At LPS Bossard, waste is treated as a design flaw to be eliminated. Every operation is assessed for potential reuse and recovery opportunities. Internal segregation of waste by type — metal, plastic, paper, and hazardous ensures accurate disposal through authorized recyclers and waste handlers.

2024 saw the recovery and recycling of 0.83 metric tons of total non-hazardous waste and safe disposal of 100 % of hazardous waste in compliance with statutory norms. Partnerships with external recyclers and reverse logistics providers have strengthened our circularity model, ensuring that major waste streams are diverted from landfills.

To drive behavioral change, our Waste-Free Workplace campaign and targeted training sessions educate employees on segregation, reuse, and responsible disposal practices. These programs are now fully embedded into our induction and EHS training modules.

Water Stewardship (GRI 303-1, 303-2, 303-3, 303-4,303-5)

To ensure responsible water management, LPS Bossard has implemented a Zero Liquid Discharge (ZLD) system of 140 KLD capacity. This advanced setup enables complete treatment and reuse of wastewater within operations, eliminating discharge and conserving freshwater resources. Routine monitoring and automation ensure compliance with regulatory and internal sustainability benchmarks.

Sustainable Supply Chain and Operations Excellence

Sustainability extends beyond our facilities - it shapes how we collaborate with suppliers, customers, and logistics partners. Our Supplier Code of Conduct defines expectations on human rights, fair labor, ethics, and environmental performance. Periodic assessments and supplier audits evaluate compliance on key ESG parameters, including energy use, waste management, and emissions control. We continue to integrate sustainability metrics into our procurement process, preferring partners who share our environmental goals. Initiatives like local sourcing, consolidated shipments, and returnable packaging systems have helped reduce transport emissions and material waste by 30% compared to the baseline year.

Digital monitoring tools and real-time dashboards now provide visibility across energy, water, and waste performance indicators — ensuring timely corrective action and accountability at every operational level.

Activity	Data	Unit
Water Withdrawal	135.23	KL
Water Recycled	650	KL
Training on Water Efficiency	450	Manhours



SUSTAINABLE OPERATIONS

Performance Snapshot (GRI 306-3, 306-4, 306-5)

Indicator	2022	2023	2024	Target 2030
Waste Recovered (Mt. Tons)	1.13	1.05	0.83	1.30
Recycled Materials (%)	20	30	45	80
Hazardous Waste Safely Disposed (%)	100	100	100	Maintain 100 %
Supplier ESG Assessment Coverage (%)	10	18	25	100 % by 2030
Trees Planted	6500	67,000	16,000	25,000

Operational Resilience for the Future (GRI 301-2, 306-2, 308-1, 308-2, 3-3)

Sustainable operations are not static they evolve through innovation and accountability. In the coming years, LPS Bossard will expand automation for resource monitoring, enhance closed-loop material systems, and deepen supplier partnerships for shared decarbonisation. Our goal is to ensure that every process not only meets performance metrics but also contributes to a resilient, low-impact industrial ecosystem.

At LPS Bossard, operational excellence and environmental responsibility are inseparable. By transforming our production and supply chain into a model of sustainable efficiency, we continue to build an organization where integrity, innovation, and impact work in perfect alignment.

During FY 2024–25, we also conducted extensive tree plantation drives across industrial zones and community areas, adding over 06 native saplings. These initiatives not only offset carbon but also engage employees and local residents in climate-positive action. On average, this scale of plantation is estimated to sequester nearly 450–500 tonnes of CO₂ annually

MANHOURS OF TRAINING PROVIDED

333
ENERGY EFFICIENCY

205
ESG FUNDAMENTALS

3
CUSTOMER TRAINING

Designing Out Waste, Engineering Longevity (GRI 301-2, 306-2, 3-3)

At LPS Bossard, circularity is more than a sustainability goal it is a mindset that drives how we design, manufacture, and deliver our fastening solutions. We view every product and process as part of a larger ecosystem where materials retain value, waste is minimized, and resources circulate for as long as possible.

Our approach to circularity blends engineering precision with environmental consciousness, ensuring that efficiency and responsibility advance together. From product design to end-of-life recovery, we are continuously building systems that eliminate linear “take–make–dispose” models and replace them with “reduce–reuse–recreate” cycles.

Product Lifecycle Thinking (GRI 301-1, 301-2, 3-3)

Circularity begins at the drawing board. Our R&D and design teams integrate life cycle principles to reduce material intensity, enable disassembly, and simplify recyclability. Product components are evaluated not just for performance but for repairability, durability, and end-of-life value recovery.

By optimizing part geometry and standardizing material grades, we have achieved tangible reductions in material use and machining waste. In 2024, our Design for Sustainability initiative contributed to a 10 % reduction in component weight per unit while maintaining equivalent mechanical strength.

We are also expanding our Smart Assembly Solutions, which allow customers to improve efficiency, reduce energy use, and minimize fastener waste during installation and maintenance a direct example of circularity in use.



CIRCULARITY IN MOTION

Circular Manufacturing and Waste Recovery (GRI 306-1, 306-2, 306-4)

Circularity extends into our shop floors. Each facility follows a closed-loop waste management process, where scrap metals, oils, and packaging materials are separated at source and directed for recovery. Internal reuse of process fluids and regeneration of lubricants have reduced virgin material demand by 15 %.

Non-hazardous waste streams are recycled through certified partners, and all hazardous residues are managed under strict statutory controls. Our goal is to ensure that zero operational waste reaches landfills by 2030.

Packaging redesign has been another major success — replacing single-use plastics with recyclable or returnable packaging systems across our key product lines. This has already eliminated 0.83 tons of plastic waste annually, with further reduction targets set for 2025.

Extending Product Life and Reuse (GRI 301-3, 306-4)

Circularity doesn't end at delivery it continues with our customers. Through product take-back, recommerce, and post-purchase care programs, we encourage clients to extend the life of our products and reduce their environmental footprint.

Our Care & Reuse Program provides maintenance instructions, spare components, and reconditioning support, enabling extended use cycles and preventing premature disposal. The introduction of returnable packaging for repeat customers has further strengthened our closed-loop logistics framework. By working closely with customers on product performance, maintenance, and reuse, we ensure that our solutions continue to serve their purpose long after the first use, contributing to both economic and environmental value.

Collaborative Circular Ecosystem

True circularity requires partnership. We engage with suppliers to explore bio-based materials, low-impact coatings, and modular component systems that enhance recyclability. Our collaboration network includes recycling agencies, packaging providers, and logistics partners all aligned with our goal of reducing lifecycle emissions and resource use.

In 2024, LPS Bossard initiated pilot programs for reverse logistics of select product lines, integrating traceability features that allow end-of-life materials to be tracked and recovered. These learnings will inform a broader rollout of Circular Value Chain 2.0, our next-phase initiative planned for 2026.

Performance Snapshot

Indicator	2022	2023	2024	Target 2030
Non-hazardous Waste Recycled (Mt. Ton)	1.13	1.05	0.83	1.30
Recovered / Reused Materials (%)	20	30	45	80
Plastic Packaging Reduction (tons/year)	5	7	10	25
No. of Accidental Pollution Events	0	0	0	0

Closing the Loop on Sustainability (GRI 306-2, 306-4)

Circularity in motion is a continuous journey one that demands innovation, collaboration, and persistence. At LPS Bossard, we are reimagining manufacturing systems where waste has no place, materials live multiple lives, and every process contributes to a restorative, regenerative industrial model.

By embedding circular design and recovery across our operations, we are not just reducing our footprint we are actively creating value that stays in motion, shaping an economy where sustainability and competitiveness thrive side by side.





GREENER PRODUCTS & SOLUTIONS

Engineering Innovation for a Low Carbon Future (GRI - 302-5, 305-5)

At LPS Bossard, sustainability is embedded into the very DNA of our engineering and product innovation. Our belief is simple yet powerful every product we create should make our customers' operations smarter, safer, and more sustainable.

As part of the global Bossard Group, we leverage advanced design, digitalization, and supply chain intelligence to develop fastening and assembly solutions that help reduce waste, energy use, and emissions across industrial applications. By combining technology with environmental intent, we are shaping the next generation of products that deliver both performance and purpose.

Smart Factory Logistics & Smart Assembly Solutions (GRI 305-5, 302-5)

Our flagship offerings Smart Factory Logistics (SFL) and Smart Assembly Solutions (SAS) embody our vision for greener, more efficient manufacturing. These systems use IoT-based technologies to automate inventory management, streamline assembly, and minimize material and packaging waste.

By reducing manual handling and transportation, these solutions directly cut down on operational energy use and CO₂ emissions per ton of product delivered. Customers using our SFL systems have reported measurable improvements in productivity and sustainability — with up to 10 % reduction in logistics-related carbon emissions and 12% fewer emergency shipments, resulting in optimized resource utilization.

Through these innovations, we are helping clients transition toward Industry 4.0-ready sustainable operations, where digitization and decarbonization go hand in hand.

These digital systems also enable paperless inventory management, with automated Purchase Order (PO) releases, real-time tracking, and analytics-driven replenishment — reducing paper consumption and administrative energy use across our value chain.

Low-Impact and Energy-Efficient Products (GRI 301-2, GRI 302-5, 305-5)

We continue to innovate across our product portfolio to deliver eco-efficient fastening solutions with a lower environmental footprint. Material substitution projects have introduced lightweight alloys and recycled metal blends without compromising performance, reducing embodied emissions by 15% compared to conventional counterparts.

Surface finishing processes have also evolved adopting low-VOC coatings and chrome-free alternatives that reduce hazardous chemical use while enhancing durability. These advancements have resulted in products that not only last longer but also require less maintenance and energy throughout their lifecycle.

Wherever possible, we prioritize eco-friendly packaging, reducing single-use plastics and transitioning toward returnable or recyclable alternatives. In FY 2024-25, packaging optimization projects helped eliminate 0.83 tons of plastic waste, further aligning with our circularity objectives.





GREENER PRODUCTS & SOLUTIONS

Innovating Low-Carbon Product Solutions (GRI 302-5, 305-5)

As part of our ongoing commitment to reduce life-cycle emissions and support customer sustainability goals, LPS Bossard offers a range of energy-efficient and electric-powered equipment and assembly solutions.

Our product line increasingly integrates battery-powered and solar-assisted tools that serve as clean alternatives to conventional fossil-fuel-based machinery. These innovations are designed to reduce operational carbon footprint, enhance workplace safety, and lower noise and particulate emissions.

We also collaborate with customers to develop charging infrastructure and optimized maintenance plans, ensuring that the shift toward electric solutions is both practical and performance-driven. By advancing these next-generation technologies, LPS Bossard reinforces its commitment to a low-carbon future across industrial and assembly ecosystems.

Customer-Centric Sustainability (GRI 302-5, 305-5)

Our sustainability impact extends far beyond our own operations it amplifies through our customers' success. We actively collaborate with clients to design and implement solutions that enable energy efficiency, emissions reduction, and lifecycle optimization across their production lines.

Training and awareness programs help customers understand the energy and carbon-saving potential of our Smart Factory Logistics systems, while digital tools provide insights into sustainability performance metrics. In 2024, over 90 % of customer engagements included sustainability advisory components, underscoring our commitment to shared value creation.

To further strengthen accountability, we are also working toward quantifying product-level carbon footprints (PCFs) — an initiative that will enhance transparency and allow customers to make data-driven sustainability decisions.



Product Safety and Recall Preparedness (GRI 416-1, 416-2)

In line with our commitment to customer health and safety, LPS Bossard has established a Product Recall and Emergency Response Framework designed to manage any potential risks arising from product use.

The framework outlines clear escalation, communication, and customer notification processes to ensure timely and transparent action in the event of contamination, defect, or other safety concerns.

A dedicated cross-functional team coordinates product traceability, investigation, and recall logistics, while our customer support and quality departments maintain continuous communication channels to proactively manage risks. This structured process ensures that product quality and customer well-being remain at the core of our operational integrity.

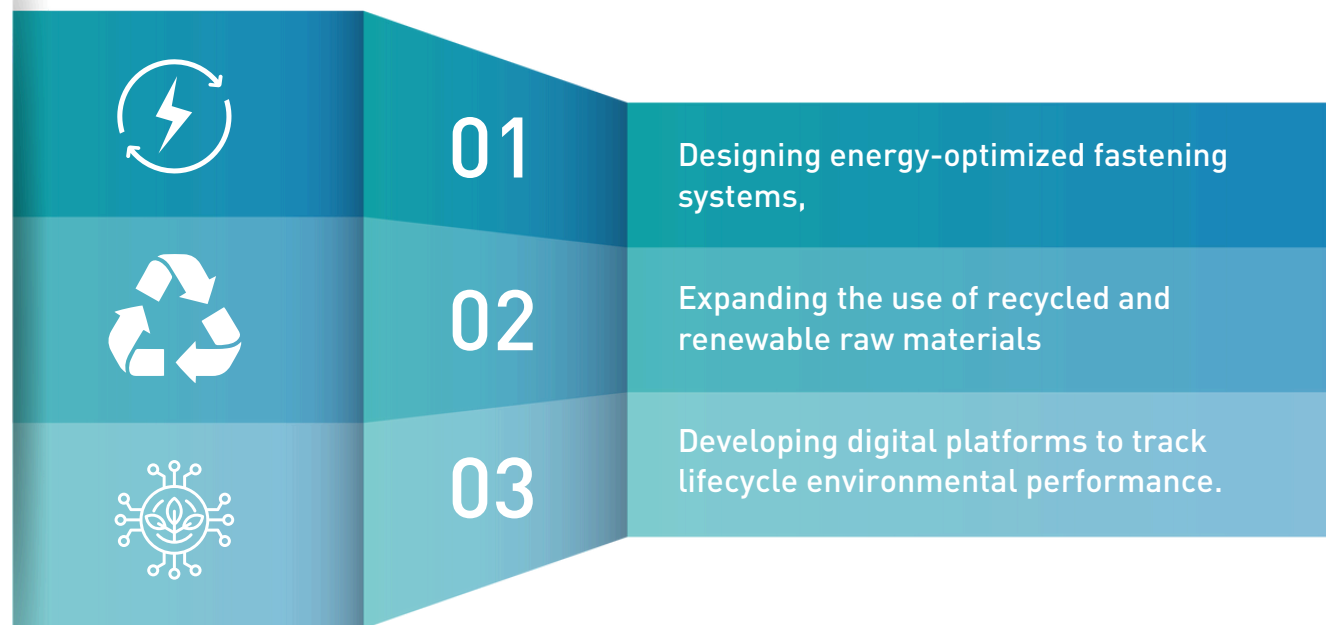




GREENER PRODUCTS & SOLUTIONS

Innovation for a Sustainable Tomorrow (GRI 302-4, 305-5)

Innovation remains our strongest catalyst for environmental progress. Our R&D roadmap is now in accordance with global sustainability standards such as GRI, and the Bossard Group's Climate Strategy, focusing on:



The goal is clear — to ensure that every new solution we introduce contributes meaningfully to emissions reduction, material circularity, and operational efficiency for our customers.

Performance Snapshot

Indicator	2022	2023	2024	Target 2030
Share of Sustainable / Low-Impact Products (%)	05	10	12	25
Plastic Packaging Reduction (tons/year)	1.13	1.05	0.83	1.30
Smart Factory Logistics – CO ₂ Reduction (per customer avg.)	5%	10%	10%	25%
Recycled Content in Products (%)	5%	5%	10%	15%

Customer Feedback and Safety Monitoring

Customer feedback plays a vital role in maintaining our high standards of product safety and performance.

We have established multiple communication channels—including a dedicated customer service portal, support hotline, and structured feedback forms—to collect, review, and address health and safety concerns associated with our products.

Each reported concern is logged, investigated, and analyzed to identify root causes and drive preventive action. Feedback insights are shared across our product development and quality teams to ensure continuous improvement and customer satisfaction.

This transparent and responsive system enables us to remain closely connected to customer needs while upholding safety, compliance, and trust.



ENVIRONMENTAL COMPLIANCE & CERTIFICATIONS



SUSTAINING GROWTH THROUGH RESPONSIBLE PRACTICES

Upholding the Highest Standards of Responsibility (GRI 2-27)

At LPS Bossard, compliance is not just an obligation it is a reflection of our integrity. We operate with a clear commitment to environmental protection, safety, and transparency, ensuring that every facility, process, and product aligns with both regulatory requirements and global sustainability standards.

Environmental stewardship forms a core pillar of our governance framework. Through systematic audits, risk assessments, and adherence to internationally recognized management systems, we ensure that our environmental performance remains measurable, accountable, and continuously improving

Environmental Emergency Preparedness (GRI 2-27, 307-1)

LPS Bossard maintains a proactive environmental emergency management system to prevent and mitigate any accidental release of hazardous substances into the environment.

Each operational site follows a documented Emergency Response Procedure, aligned with ISO 14001 requirements, covering potential incidents such as chemical spills, leaks, or emissions. Preventive infrastructure such as spill containment kits, ventilation systems, and secondary containment areas are installed across facilities handling hazardous materials. Regular mock drills, inspections, and refresher trainings are conducted to ensure all employees are familiar with response protocols and communication channels in case of an incident.

Through this systematic preparedness approach, we ensure that potential environmental risks are anticipated, controlled, and minimized to protect people and the planet.

Governed by Certified Management Systems

Our operations are built upon robust Environmental, Health, and Safety (EHS) management systems certified under:



ISO 14001 Environmental Management System

Ensuring structured control over environmental impacts and legal compliance;



ISO 45001 Occupational Health and Safety Management System

Reinforcing safety and well-being across all levels of our organization.



ISO 9001:2015 Quality Management Systems

Integrating sustainability with operational excellence and customer satisfaction.

Periodic third-party surveillance audits validate our adherence to these systems, while internal EHS audits ensure continual improvement. In FY 2024–25, all operating sites maintained 100% compliance with statutory environmental norms, and no significant non-conformities or regulatory violations were reported.

We also maintain alignment with the Bossard Group's Code of Conduct and Environmental Policy, ensuring consistency across global standards for environmental protection, energy efficiency, and waste reduction.



ENVIRONMENTAL COMPLIANCE & CERTIFICATIONS

Monitoring, Reporting, and Assurance (GRI 306-3, 306-4, 306-5)

Environmental performance monitoring is conducted through real-time dashboards and regular reporting cycles. Key parameters including energy consumption, water usage, emissions, and waste generation are tracked monthly and reviewed at both site and corporate levels.

An annual environmental audit and management review identifies areas for improvement, sets new performance targets, and evaluates progress against our 2030 Environmental Roadmap.

IN 2024, WE ACHIEVED

40%

REDUCTION IN TOTAL
WASTE GENERATION

20%

INCREASE IN
RECYCLING RATE

00

INCIDENT OF
ENVIRONMENTAL NON-
COMPLIANCE

All data undergoes internal validation, and select disclosures are externally assured to strengthen credibility and transparency in our sustainability reporting practices.

Regulatory and Product Compliance

Every LPS Bossard product is developed in accordance with applicable environmental and safety standards. Our compliance extends to regulations such as:

RoHS
(Restriction of Hazardous Substances)

REACH
(Registration, Evaluation, Authorisation
and Restriction of Chemicals),

ELV
(End-of-Life Vehicle Directive)

We actively maintain databases to monitor the use of restricted substances and ensure that none of our supplied components contain materials exceeding permitted thresholds. Supplier declarations and third-party verifications further reinforce our chemical compliance systems. This meticulous approach ensures that our fastening and assembly solutions are safe, sustainable, and ready to meet the evolving environmental expectations of our global customers.

Commitment to Continuous Improvement (GRI 307-1)

Compliance, for us, is a journey of enhancement. Regular employee training sessions on environmental management, waste handling, and chemical safety build organization-wide awareness and accountability.

Our Environmental Incident Response Procedure ensures immediate action, mitigation, and reporting in case of any potential environmental risk. The absence of any environmental penalties or incidents in FY 2024–25 reflects the effectiveness of our proactive measures and risk management systems.

Looking ahead, we are strengthening digital integration across our EHS platforms to automate data collection, enhance traceability, and support data-driven decision-making. These efforts are part of our broader commitment to evolve from compliance-driven practices to performance-led environmental excellence.



ENVIRONMENTAL COMPLIANCE & CERTIFICATIONS



CERTIFICATE



This is to certify that

LPS Bossard Pvt. Ltd.
NH-10, Delhi Road
Kharawar Bypass Rohtak
Haryana-124 001
INDIA

as central function with the organizational units/sites as listed in the annex

has implemented and maintains a **Quality Management System** for its certification structure Multiple Sites.

Scope:
The distribution of fasteners.

Through an audit, performed in accordance with AS9104/1, rev. 2012-01, it was verified that the management system fulfills the requirements of the following standard:

AS9120:2016

Aerospace - Quality Management Systems - Requirements for stockist distributors

Certificate registration no.	50297208 AS2016A
Date of original Certification	2020-02-17
Date of last certification expiration date	2023-02-16
Date of Recertification Audit	2022-11-10
Date of revision	2023-08-07
Date of Current Certification Cycle Start Date	2023-08-07
Date of Current Certification Cycle End Date	2026-02-16



DQS Inc.

Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1500 McConner Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: Deutsch Quality Systems (India) Pvt. Ltd., Ground Floor, South Wing, Vaishnavi Tech Park, Sy.No.16/1 and 17/2, Bellandur Gate, Sarjapur Main Road, Ambalipura, Bengaluru - 560102 - India
DQS Inc. is accredited by ANAB in accordance with the requirements of the International Aerospace Quality Group (IAQG) ICDP scheme.
The validity of this certificate can only be verified by the QR-code.



1 / 2

AS9120:2016



CERTIFICATE



This is to certify that

LPS BOSSARD PVT LTD
Delhi-Rohtak Road
Kharawar Bye-Pass
Kharawar-124001
Rohtak
INDIA

with the organizational units/sites as listed in the annex

has implemented and maintains a **Quality Management System**.

Scope:
Marketing & Engineering Support, Vendor Development and Distribution of Fasteners.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 9001 : 2015

Certificate registration no.	20001782 QM15
Date of original certification	2003-12-16
Date of certification	2024-01-12
Valid until	2027-01-14



DQS Inc.

David Tellier
Managing Director

Accredited Body: DQS Inc., 1500 McConner Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: Deutsch Quality Systems (India) Pvt. Ltd., Ground Floor, South Wing, Vaishnavi Tech Park, Sy.No.16/1 and 17/2, Bellandur Gate, Sarjapur Main Road, Ambalipura, Bengaluru - 560102 - India
The validity of this certificate can only be verified by the QR-code.



1 / 2

ISO 9001:2015



CERTIFICATE



This is to certify that

LPS BOSSARD PVT. LTD.
NH -10, Delhi Road
Kharawar Bye Pass
Rohtak-124001
Haryana
INDIA

has implemented and maintains an **Environmental Management System**.

Scope:
The Environmental activities and supporting processes associated with Marketing and Providing Engineering Support, Vendor Development and Distribution of Fasteners.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no.	20001782 UM15
Date of original certification	2011-02-07
Date of revision	2023-02-02
Date of certification	2023-02-07
Valid until	2026-02-06



DQS Inc.

Brad McGuire
Managing Director

Accredited Body: DQS Inc., 1500 McConner Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: Deutsch Quality Systems (India) Pvt. Ltd., Ground Floor, South Wing, Vaishnavi Tech Park, Sy.No.16/1 and 17/2, Bellandur Gate, Sarjapur Main Road, Ambalipura, Bengaluru - 560102 - India
The validity of this certificate can only be verified by the QR-code.



1 / 2

ISO 14001:2015



ENVIRONMENTAL COMPLIANCE & CERTIFICATIONS



ISO 45001:2018



IATF 16949:2016



ENVIRONMENTAL COMPLIANCE & CERTIFICATIONS



LEED PLATINUM CERTIFIED

Certification / Standard	Status 2024	Coverage
ISO 9001 – Quality Management System	Certified	All locations
ISO 14001 – Environmental Management System	Certified	All locations
ISO 45001 – Occupational Health & Safety	Certified	All locations
LEED	Platinum	Rohtak, Haryana
RoHS / REACH / ELV Product Compliance	Ongoing compliance	Product portfolio

At LPS Bossard, environmental compliance is more than a requirement — it is our license to lead responsibly. We view certifications not as endpoints but as enablers of trust, ensuring that our stakeholders customers, regulators, and communities — can rely on our word and our work.

By aligning our systems with international benchmarks, ensuring consistent monitoring, and promoting a culture of accountability, we continue to uphold the highest standards of environmental integrity.

Every audit, every certification, and every improvement cycle reinforces our belief that true sustainability begins with compliance and thrives through continuous innovation and ethical governance.

SOCIAL

“ EMPOWERING PEOPLE, BUILDING COMMUNITIES
THROUGH SOCIAL FABRIC





PEOPLE AT THE CORE



“ Every achievement begins with people who care, create, and commit.”



POLICIES & SYSTEMS THAT STRENGTHEN OUR SOCIAL PILLAR

At LPS Bossard, social responsibility is more than a commitment — it is the foundation of our culture of respect, inclusion, and care for people. Our social systems are designed to ensure that fair practices, safe working conditions, and employee well-being are embedded across all levels of the organization.

Our Policy Focused on (GRI 2-23, 2-24)

Each of the following areas represents a key pillar of our social commitment. These focus areas are integrated into our daily operations, reinforced through continuous engagement, and reviewed regularly to ensure meaningful progress:



Employee Health and Safety

- Maintain zero workplace fatalities and incidents.
- 100% employee safety training and emergency readiness.
- Annual safety audits increased by 5% to prevent risks.

Working Conditions

- Ensure 100% safe, fair, and compliant workplaces.
- Maintain Great Place to Work® certification.
- Achieve 90%+ positive feedback in satisfaction surveys.

Social Dialogue

- 100% employee access to formal feedback channels.
- Resolve all grievances within 15 days.
- Achieve 80% participation in engagement programs.

Career Growth & Training

- 100% annual performance and development reviews.
- Allocate 20% of training budget to upskilling.
- Increase internal promotions by 10%.

Child & Forced Labor Prevention

- Zero cases of child, bonded, or forced labor.
- 100% supplier audits on labor compliance.
- Annual training for procurement and HR teams.

Non-Discrimination & Harassment

- Zero incidents of bias or harassment.
- Annual DEI and anti-harassment training for all.
- Two workplace climate surveys on inclusion.

Human Rights Protection

- 100% supplier contracts to include human rights clauses.
- Annual human rights impact assessments.
- Zero human rights violations in operations.

Diversity, Equity & Inclusion

- Increase female representation by 10%.
- Conduct two DEI awareness drives.
- Ensure equal growth opportunities for all.

Work-Life Balance & Well-Being

- Offer flexible work to all eligible employees.
- Keep absenteeism below 3%.
- Conduct annual wellness programs on physical and mental health.

Review Mechanism (GRI 2-12, 2-18)

The Environment Policy is reviewed annually, or sooner if prompted by regulatory changes, audit outcomes, or stakeholder inputs. Its effectiveness is evaluated through structured assessments and internal audits. All revisions are approved by senior management and communicated across the organisation to ensure alignment and consistent implementation.

- ▶ Senior Management
- ▶ Human Resources Team
- ▶ Operations & Logistics Team
- ▶ Supply Chain & Procurement
- ▶ Employees
- ▶ External Stakeholders

The team collectively ensures that all practices remain aligned with national regulations, international standards, and stakeholder expectations.

Implementation and Oversight (GRI 2-12, 2-18)

Implementation of the Environmental Policy is coordinated through cross-functional collaboration among the Environmental & Facility, Operations, Procurement, and HR teams. Oversight is led by the ESG / Sustainability Coordinator, who monitors compliance through regular audits, site inspections, and performance dashboards.

All observations and findings are periodically reviewed by senior management to ensure timely corrective action and continuous improvement. A transparent reporting mechanism enables employees and stakeholders to raise environmental concerns or non-compliances without fear of retaliation, ensuring accountability and fairness in every resolution.



PEOPLE AT THE CORE

At LPS Bossard, our people form the foundation of every innovation and improvement. Guided by our Human Capital and Labour Practices Policy, we are committed to creating a safe, fair, and inspiring workplace one that values transparency, wellbeing, and opportunity for all.

Our Commitment and Policy Framework (GRI 2-23, 2-24)

Our employee policies are anchored in the principles of the UN Global Compact and the ILO Fundamental Conventions. The Company's Code of Conduct, Equal Opportunity Policy, and Human Rights Policy collectively ensure non-discrimination, fair remuneration, and respect for freedom of association. We regularly review and update these frameworks through a structured HR Risk Assessment, covering working conditions, health & safety, diversity, and grievance mechanisms.

Fair and Transparent Working Conditions (GRI 401-2, 405-2, 2-23)

We ensure that all employees receive wages and benefits consistent with or above local regulations and industry benchmarks. The Remuneration and Benefits Policy clearly communicates pay structures, overtime compensation, and performance-linked incentives to every employee. Our workforce enjoys flexible working arrangements and family-friendly programs, such as parental leave, shift

rotations, and short-term remote options for eligible roles. These initiatives promote work-life balance and employee retention. Regular Employee Satisfaction Surveys capture feedback on workplace culture, leadership, and well-being. Action plans derived from these surveys are monitored by the HR Steering Committee.

Health, Safety & Well-being Integration (GRI 403-1, 403-2)

People remain central to our safety philosophy. All manufacturing and logistics sites operate under an Occupational Health & Safety Management System (ISO 45001 certified).

We conduct periodic health and safety risk assessments and ensure 100% employees receive mandatory safety training on workplace ergonomics, hazard identification, and emergency preparedness.

Special programs such as ErgoCare Initiative address repetitive-strain and posture-related risks, while periodic Health Camps and Stress-Management Workshops promote mental and physical wellbeing. A confidential grievance and complaints mechanism enables employees and contract workers to report unsafe conditions or OHS incidents. Every concern is logged, investigated, and closed with preventive actions.

Social Dialogue and Engagement (GRI 403-5)

We foster a culture of participation through open channels for dialogue and representation. Employee Representative Committees at each site meet quarterly to discuss safety, training, and welfare topics.

Where applicable, collective agreements cover areas such as working hours, safety standards, and discrimination prevention. During 2024 0 grievances were reported.

Equality, Inclusion & Non-Discrimination (GRI 4006-1, 2-23)

LPS Bossard stands firmly against any form of discrimination in hiring, promotion, or compensation. Our Diversity, Equity & Inclusion Policy ensures gender-neutral recruitment and equal opportunities. All employees undergo annual training on workplace ethics, discrimination, and harassment prevention. A dedicated Diversity Champion Network supports awareness and inclusion campaigns. In 2024, women represented 24 % of our total workforce, 1 % of managerial roles, and 03 % of organization board—demonstrating steady progress toward gender balance.

Looking Ahead

As we continue to strengthen our human capital, our priorities for future include:

- Launching a digital health & safety dashboard for real-time monitoring.
- Expanding leadership and skill development programs for emerging talent.
- Enhancing DEI targets through focused hiring and mentorship initiatives.
- Conducting an annual human-rights due-diligence review across all operations.

Through these actions, LPS Bossard reaffirms that sustainability begins with its people empowered, engaged, and inspired to build a safer and more inclusive future.

Performance Highlights (FY 2024)

100%

Employees covered under health-care and insurance plans

125

safety training hours delivered company-wide

03

Child Labour and Forced Labour Audit

7.87

Attrition Ratio

100 %

Grievances resolved within defined timeline



HEALTH, SAFETY & WELL-BEING GRI 403

At LPS Bossard, the health, safety, and wellbeing of our people are non-negotiable priorities. Our commitment extends beyond compliance—towards building a proactive, prevention-driven safety culture that empowers every employee to take ownership of their own and their colleagues' wellbeing.

Our Safety Philosophy (GRI 403-1, 403-2)

Our approach to occupational health and safety (OHS) is guided by the belief that every incident is preventable. The Occupational Health, Safety & Environment (OHSE) Policy and our certified ISO 45001:2018 Management System provide the framework for implementing, monitoring, and continually improving workplace safety performance. We apply a risk-based approach—identifying hazards, assessing risks, and integrating safety controls into design, process, and operations. Safety governance is embedded at every level, with site-level Safety Officers and cross-functional Health & Safety Committees conducting regular reviews.

Proactive Safety Management (GRI 403-2, 403-6)

During 2024, all sites underwent comprehensive Health and Safety Risk Assessments covering equipment handling, ergonomics, electrical safety, and chemical exposure. Periodic equipment and vehicle safety audits ensure safe operation of material handling and logistics systems. We also maintain detailed Health and Safety Emergency Action Plans, which

define roles, communication protocols, and evacuation procedures during emergencies such as fire, chemical spills, or natural disasters.

To strengthen preparedness, mock drills and emergency response exercises are conducted quarterly across all facilities.

Training and Capability Building (GRI 403-5)

We believe awareness drives prevention. Every employee—permanent or contractual—receives induction and periodic refresher training on:

Safe machine operation and personal protective equipment (PPE) usage.

Fire safety, first aid, and emergency response.

Ergonomic practices to prevent repetitive strain injuries (RSI).

Psychological health and stress management.

Through our Safety Champions Program, employee volunteers lead toolbox talks and awareness campaigns. In 2024, over 100 safety training hours were conducted, with 100% of employees trained in advanced emergency response and first aid.





HEALTH, SAFETY & WELL-BEING GRI 403



Our journey toward sustainability begins with empathy – and nothing reflects it better than caring for health and life.



HEALTH, SAFETY & WELL-BEING GRI 403

PROMOTING PHYSICAL AND MENTAL WELLBEING



“ We build an environment where wellness is not an option - it’s part of how we work, think, and grow together ”

Recognising that true safety extends beyond physical health, we have integrated wellness and mental health initiatives into our workplace culture.

Our “Mind Matters” sessions and Well-being Wednesdays promote mindfulness, stress management, and resilience. Periodic health check-ups, vaccination drives, and occupational ergonomics assessments are conducted for all site employees.

To prevent fatigue-related risks, shift schedules are structured to ensure adequate rest periods and limit overtime hours. Employees have access to confidential counselling support and well-being resources.

Reporting, Grievance & Continuous Improvement (GRI 403-4, 403-2, 403-9)

A confidential Incident and Grievance Reporting Mechanism allows employees and contractors to raise health and safety concerns without fear of retaliation.

Every report triggers root-cause analysis, corrective and preventive actions (CAPA), and learning communication across teams.

All incidents are tracked on the Safety Performance Dashboard, reviewed monthly by senior management, and reported to the Board ESG Committee. During 2024, the Total Recordable Injury Frequency Rate (TRIFR) stood at 00.

Engagement & Inclusion (GRI 403-4, 403-5)

Health and safety is a shared responsibility. Through periodic Safety Weeks, Green Factory initiatives, and cross-departmental “Safety Kaizen Challenges,” we encourage employees to identify hazards, suggest improvements, and take ownership of their environment.

We also ensure that non-employee workers and contractors on our premises are trained and monitored under the same standards as our full-time workforce.



HEALTH, SAFETY & WELL-BEING GRI 403

Performance Highlights (2024)
(GRI 403-9, 403-7, 403-5, 403-6)

ISO 45001 certified facilities – **100% coverage**

100 Manhours of training on health and safety conducted

0 Lost time injury (LTI) frequency rate

00: Lost time Severity (LTS) frequency rate for Employees

00: Work Related Accidents

00: Number of days lost to work-related injuries.

00: Lost time injury (LTI) frequency rate for Subcontractor's Workers.

Looking Ahead (GRI 403-7, 403-1, 403-4, 403-5, 403-8)

Our next phase of commitment includes:

Introducing a digital safety observation and audit platform for real-time tracking,

Integrating contractor safety performance metrics into supplier assessments,

Expanding mental health support programs and fatigue risk monitoring,

Achieving zero lost-time injury target through predictive analytics and behaviour-based safety training.

At LPS Bossard, safety is not a department—it is a mindset woven into every task, every role, and every decision we make. By investing in our people's wellbeing, we build the foundation for a stronger, more resilient, and responsible organisation.



LEARNING, SKILLS & GROWTH

GRI 404



At LPS Bossard, learning is not an event — it is an integral part of how we grow, adapt, and lead. We believe that empowering people through continuous learning and development builds not only individual capability but also collective excellence.

Our Learning Philosophy

Rooted in our core value of Engineering Efficiency, our approach to people development focuses on cultivating technical mastery, leadership, and innovation mindset. The Learning and Development (L&D) Policy outlines a structured framework for skill enhancement, performance review, and career growth for every employee. Our goal is to ensure that every individual at LPS Bossard has a clear path to progress — supported by the right training, mentorship, and tools to succeed in a rapidly evolving industrial landscape.

Structured Learning & Capability Building (GRI 404-1, 404-2, 404-3)

Training programs are designed around three dimensions — Functional Skills, Leadership & Behavioural Competencies, and Sustainability Awareness. Each year, a Training Needs Assessment (TNA) is conducted across all departments, aligning individual aspirations with business goals.

During 2024, we delivered 120 total learning hours, through in-house workshops, digital learning platforms, and external certifications.

Key initiatives included:

Key initiatives included:

- ▶ Technical Excellence Series – equipping engineers with advanced automation, materials science, and quality control knowledge.
- ▶ We have a structured managerial and leadership development program for emerging leaders.
- ▶ Sustainability Awareness Module – training employees on resource efficiency, waste reduction, and climate action.

Every new employee undergoes a comprehensive induction and role-based training to ensure alignment with our operational and safety standards.

Performance and Career Development (GRI 404-3)

We maintain a transparent Performance Management System (PMS) that links performance evaluation with development goals. Each employee participates in a biannual performance review, where achievements, competencies, and future aspirations are discussed. Based on these reviews, Individual Development Plans (IDPs) are prepared, outlining targeted training, mentoring, and cross-functional exposure opportunities. This structured approach ensures that career progression is merit-based, inclusive, and aligned with organizational growth.



LEARNING, SKILLS & GROWTH

GRI 404

Promoting Internal Mobility and Skill Versatility (GRI 404-2)

At LPS Bossard, we believe in growing talent from within. Internal job postings, multi-skill training, and rotational assignments encourage employees to explore diverse roles and functions. During 2024, 06 of open positions were filled through internal mobility, fostering a culture of trust and opportunity. Our Mentor-Mentee Program pairs young professionals with senior leaders, accelerating on-the-job learning and strengthening leadership pipelines.

Building a Future-Ready Workforce

To prepare for the industry's digital transformation, LPS Bossard has integrated Industry 4.0 and Smart Factory concepts into its training curriculum. Modules on data analytics, digital documentation, and automation technologies are being introduced across production and logistics teams. We also collaborate with external institutions and training partners to certify employees in specialized areas such as Lean Manufacturing, Quality Assurance, Energy Management, and Sustainability Reporting.

Performance Highlights (2024)

120

total learning hours delivered

04

Number of skills training provided

100%

workforce covered under skill development initiatives

100%

of sites evaluated for human rights risks and impacts

100%

of managers trained in leadership and people management

100%

employees covered under performance evaluation process

Looking Ahead

As part of our vision for 2030, we aim to:

Launch a Digital Learning Hub to make continuous education more accessible.

Introduce career path mapping for critical functions

Strengthen partnerships with industry bodies for advanced technical certifications

Integrate sustainability and ESG topics into every learning stream

Achieve an average of 56 learning hours per employee per year.

By nurturing learning as a shared responsibility, LPS Bossard continues to build a workforce that is skilled, adaptable, and ready to engineer solutions for a smarter, greener future.



HUMAN RIGHTS & FAIR WORK PRACTICES

At LPS Bossard, respect for human dignity is the foundation of how we conduct business. We are committed to upholding internationally recognized human rights and fostering a fair, inclusive, and equitable workplace for all. Every individual—irrespective of role, gender, identity, or background—is entitled to work in an environment built on trust, opportunity, and mutual respect.

Our Commitment (GRI 412-1, 412-2, 412-3)

Our Human Rights and Fair Work Policy affirms alignment with the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Conventions, and applicable national labour laws. This policy applies to all employees, contractors, and partners, ensuring ethical practices throughout our operations and supply chain. We continuously strive to create a workplace that is safe, respectful, and empowering—where employees are valued not only for what they do, but for who they are.

Fair Employment and Working Conditions (401-2, 401-3)

We ensure that all employment practices—including recruitment, compensation, and promotion—are grounded in principles of equality and merit.

Regular benchmarking exercises are conducted to ensure competitive and fair wages, and compensation structures are

reviewed periodically to uphold the principle of equal pay for equal work.

We maintain clear guidelines on working hours, overtime management, and rest periods, in accordance with local labour regulations. Employees receive additional compensation or time-off in lieu for extra or atypical working hours.

To promote work-life balance, we encourage flexible working arrangements and family-friendly policies, allowing employees to adapt their work schedules to personal or caregiving needs.

Respect, Inclusion & Diversity (GRI 405-1, 405-2, 406-1)

Diversity at LPS Bossard is a strength that fuels creativity and innovation. We do not tolerate any form of discrimination—whether based on gender, age, disability, ethnicity, religion, or any other characteristic.

Our Equal Opportunity and Inclusion Policy sets clear standards to prevent discrimination across all employment stages—from recruitment to career progression.

To promote inclusion, we conduct risk assessment, training on workplace diversity, discrimination prevention, and anti-harassment for all employees and supervisors. Awareness campaigns and inclusive hiring practices have helped expand opportunities for under-represented groups, including persons with disabilities.

We have established Employee Resource Groups (ERGs) and peer-support platforms to foster belonging, dialogue, and collaboration across departments and regions.

Safe and Respectful Workplace (GRI 403-4, 403-6, 403-8)

Every employee has the right to a workplace free from harassment and intimidation.

We have a Zero-Tolerance Policy for Harassment, supported by preventive training and a clear, confidential Grievance Redressal Mechanism.

Employees can report concerns without fear of retaliation through dedicated email channels, anonymous suggestion boxes, or direct HR engagement.

All reported incidents are investigated fairly and confidentially, and remedial measures are taken to protect affected individuals and prevent recurrence.

Freedom of Expression and Social Dialogue (GRI 402-1, 402-2, 407-1)

LPS Bossard believes in open communication and constructive dialogue between employees and management. We uphold the right of employees to freely associate, form representative bodies, and engage in collective bargaining.

We maintain regular employee engagement sessions, town halls, and pulse surveys to gather feedback on workplace culture, policies, and well-being.

Where applicable, we work in alignment with Collective Bargaining Agreements

(CBAs) on areas such as wages, working hours, health and safety, and training. These structured dialogues have strengthened transparency, mutual understanding, and long-term employee trust.

Grievance and Remediation Mechanisms (GRI 2-25, 2-26)

Our Grievance Mechanism provides every employee and stakeholder with accessible and confidential channels to raise workplace concerns—ranging from discrimination or harassment to working conditions and ethical issues.

Each grievance is documented, investigated, and resolved through a transparent process, with periodic audits ensuring its effectiveness.

In cases of substantiated violations, remediation procedures are implemented promptly to support affected individuals and reinforce compliance.

Accountability and Monitoring

We conduct periodic risk assessments to identify and address human rights risks across our operations and supply chain.

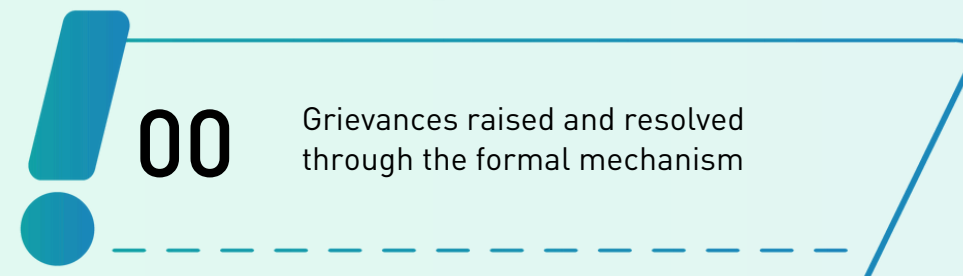
All employees are required to undergo annual Code of Conduct refresher training, reinforcing expectations around ethical behavior, fair practices, and respect for rights.

Our Supplier Code of Conduct further extends these standards to business partners, requiring adherence to fair labour practices, non-discrimination, and safe working conditions.



HUMAN RIGHTS & FAIR WORK PRACTICES

Performance Highlights (2024)



Looking Ahead

- ▶ Strengthening supplier assessment processes through social audits.
- ▶ Launching Diversity & Inclusion Awareness Week to reinforce inclusive culture.
- ▶ Expanding employee well-being programs to cover mental health and emotional resilience,
- ▶ Publishing our first Human Rights Statement of Progress, aligned with global best practices.

By upholding dignity, fairness, and respect, LPS Bossard continues to create a workplace where every individual can thrive—professionally and personally—while contributing to a culture of shared responsibility and sustainable growth.



RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1

LPS Bossard's CSR is driven by a simple philosophy: business must create shared value for people, society and the planet. Our community initiatives combine large-scale programmes (health, environment, energy, education) with targeted local partnerships (orphanages, gaushalas, skill centres) to deliver measurable, long-term benefits. Below is a detailed description of every initiative you provided — written to be attractive in a sustainability report and ready for layout.



Tree Plantations & Urban Greening



LPS Bossard runs an ongoing, high-impact tree-planting programme to restore green cover, reduce urban heat and create long-term carbon and biodiversity benefits. We plant and maintain trees on company land, city approaches and public road verges providing saplings, tree guards and aftercare.

Annual highlights:

6,500 Trees Planted	67,000 Trees Planted	16,000 Trees Planted
2023	2024	2025

Practical approach: we plant native species suited to local ecology, install protective guards, register adopted roads (from the city entrance inward), and run scheduled watering and maintenance cycles to secure survival rates. Our greening also includes roadside landscaping and integration with stormwater/permeable paving where feasible. Community engagement: distribution drives and employee volunteering days connect staff and local residents to the planting work and ensure social ownership of the newly greening corridors. Impact: increased urban canopy, improved aesthetics and community pride; long-term ecosystem services such as shade, carbon sequestration and habitat for native species.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Natural Farming Promotion

GRI 304-3, 306-2, 302-1, 303-1, 413-1



LPS Bossard actively promotes natural farming — a low-input, agroecological approach that improves soil health, reduces input costs and supports food security.



Program elements:

- **HIGH-LEVEL ADVOCACY:**
Collaborative events and seminars with dignitaries and champions (including sessions connected to the Hon'ble Governors of Gujarat & Maharashtra, Acharya Devvrat Ji) to highlight the benefits of natural farming.
- **CAPACITY BUILDING:**
Training sessions for school and college students, employee families engaged in farming, and local farmers — teaching soil care, composting, cow-based inputs, and natural pest management.
- **DEMONSTRATION PLOTS:**
Pilot plots used for hands-on training and to validate yield and input reductions.

Why it matters: natural farming supports local livelihoods, reduces chemical runoff, and is a practical lever for climate-smart agriculture in our regions of operation.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Save Our Mother Earth Rally & Mass Awareness



We organized the Save Our Mother Earth rally that mobilised the city: more than 3,000 participants joined, and the rally was flagged off by noted public figures such as Mandira Bedi and other dignitaries. The event combined public education, tree distribution, and community pledges to reduce plastic use and conserve water — amplifying awareness through media partners and social channels.

SDGs Covered:



Support to Gaushalas & Animal Welfare

GRI 413-1



Training sessions for school and college students, employee families engaged in farming, and local farmers — teaching soil care, composting, cow-based inputs, and natural pest management.

- Infrastructure support: donations of tractors and cattle-feed cutting machines to reduce labour and increase capacity.
- Material & rescue assistance: support for rescue operations and routine care.
- Natural farming link: promotion of cow-based inputs (cow dung and cow urine) for compost and pest control — closing nutrient loops between animal welfare and sustainable agriculture.

This combined animal-welfare and farming approach strengthens rural livelihoods and reduces waste.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



No-to-Plastic Campaign & School Outreach

GRI 302-1



▶▶ Model School

▶▶ Pathania Public School

▶▶ Zad Global School and several community hubs.

The campaign combined tangible substitution (biodegradable bags) with behavioural change (quizzes, teacher workshops and student pledges) to reduce single-use plastic at source.

SDGs Covered:



Solar & Clean Energy Sponsorships



We are investing in clean energy to lower operational emissions and enable local benefits:

- ▶▶ 4.9 MW solar rooftop system installed at our main campus (significant on-site renewable generation).
- ▶▶ Sponsored solar installations at charitable institutions and local schools including:
 - Ch. Lakhi Ram Jagannath Ashram
 - MTFC (local training/childcare partner)
 - Jain Bagichi & Ashram
 - Government School in Morkheri village

Planned expansion: additional community solar pilots to broaden local energy access and resilience.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Waste Segregation & Organic Manure Programme

LPS Bossard operates an internal wet-waste collection service: a dedicated van collects green/wet waste from employees' homes and company canteens. This biomass is processed into organic compost, which is then used in our plantation drives and local community gardens. This closes the loop on organic waste, reduces landfill burden and supports natural-farming inputs.

SDGs Covered:



Jan Sewa Sansthan - Holistic Social Services

GRI 306-2

Jan Sewa Sansthan is a registered voluntary organisation supported by LPS Bossard. Core programmes:

Orphanage: shelter and education for children in need.

Old age home: dignified care for elderly residents.

Free school: education for underprivileged children.

Medical facilities: periodic clinics and health camps.

LPS Bossard provides funding, volunteer support, logistic help and program coordination to ensure continuity of these services.



SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Hari Om Sewa Dal - Medical &
Humanitarian Support

GRI 403-6, 403-7



Established in 1998 and supported by LPS Bossard, Hari Om Sewa Dal focuses on:

Medical support for needy patients and orphans

Assistance in arranging marriages for poor girls (social dignity programs)

Blood donation camps and emergency assistance

Volunteer deployment: LPS Bossard volunteers (25 volunteers) are stationed at PGIMS Government Hospital to assist accident victims without caregivers, providing round-the-clock humane assistance.



SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Baba Balak Puri Charitable
Dispensary & Manav Sewa Sangh



We support a network of healthcare providers for low-cost services:

Baba Balak Puri Charitable Dispensary: charitable clinic and lab offering affordable diagnostics and consultations.

Manav Sewa Sangh: charitable trust providing free medical services, ambulances, and lab services for economically weaker patients.

These institutions extend basic healthcare access in our city and neighbouring communities.

SDGs Covered:



Physiotherapy Centre - Bimal
Prashad Jain – Susheela Devi
Jain Centre



In partnership with Maa Dano Devi Charitable Trust, LPS Bossard operates a physiotherapy centre in Village Sanghi to provide accessible rehabilitation, mobility support and recovery services for local residents — an important service for post-operative care and injury recovery in rural areas.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Sati Bhai Sai Dass Sewa Dal -
Hospital Support & Water Access



Through Sati Bhai Sai Dass Sewa Dal, LPS Bossard supports:

Food provision for needy patients at PGIMS (city's largest hospital)

Free water huts and community water tankers for underserved neighborhoods

Charitable diagnostic services and clinics

These programs reduce out-of-pocket costs and improve patient comfort during long hospital stays.

SDGs Covered:



MTFC -
Education for Slum Children

GRI 303-1, 413-1



In collaboration with MTFC, LPS Bossard supports learning interventions for children in slum communities whose families often earn income from waste collection and rag-picking. Activities include:

After-school tuition and remedial classes

Social care and inclusion services

Assistance placing ~50 children annually into government schools for mainstream education

This program targets systemic barriers to education and provides a path out of child labour.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 404-2, 404-3



Community Library & Digital Learning



Our central city library is a vibrant knowledge hub:

Over 7,000 physical books and access to 3+ million e-books via digital resources

Networked with ~5,000 libraries worldwide for resource sharing

Nearly 400 students a day use the facility for study and research

This investment in literacy and research resources supports students across school and university levels.

SDGs Covered:



Lakhi Ram Arya Orphanage - Sponsorship & Capacity Support



We have long-term engagement with Lakhi Ram Arya Anathalay (est. 1 June 1996), supporting 47 boys in residential care:

Adopted 10 boys for full educational and welfare sponsorship

Donated a vehicle (2 June 2025) to support logistics and events

Ongoing support for events, healthcare and education

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Mata Dhanpati Devi Charitable
Trust & Apna Book Bank



**Mata Dhanpati Devi
Charitable Trust:**
supports education
expenses for needy
students since 2006 -
~4,500 students helped
to date.



**Apna Book Bank: LPS
Bossard association;** the
Book Bank has distributed
3,045 books to students,
improving access to study
materials.

SDGs Covered:



Scholarships &
Academic Support



LPS Bossard supports higher-education excellence through targeted scholarships:

Gold medal for postgraduate students at PGIMS (one of North India's leading health universities).

Scholarships for graduate & postgraduate students at M.D. University (A+ grade).

Scholarships for engineering students at Vaish Engineering College.

Scholarships at State University of Performing and Visual Arts.

These awards recognise high achievers and reduce financial barriers for talented students.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



ARPAN & Special Needs Support



We partner with Arpan (institute for mentally handicapped children) to provide:

Transport facilities for students

Event support and material assistance

On-site volunteering and awareness programs to improve inclusive access

SDGs Covered:



Cancer Screening & Health Awareness Camps

GRI 201-1-1, 2-29, 403-6, 403-7



LPS Bossard runs targeted screening programmes to detect disease early and save lives:

Lung Cancer Awareness & Screening: 10 camps to date; 1,050 patients screened.

Breast Cancer Awareness & Mammography: 150 camps held; 3,750 women screened for early detection.

These initiatives are run through mobile clinics and partnerships with trained medical teams, increasing access in rural and peri-urban areas.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Cultural Events & Awareness
(Ramlila, Ganesh Utsav)



Our cultural programmes combine heritage with public education:

Ramlila: India's largest cultural theatre event - 10,000+ visitors daily; for 14+ years LPS Bossard has organised sustainability booths on topics such as tree plantation, natural farming, road safety and organ donation.

Ganesh Utsav: community celebrations with ~5,000 daily visitors, where we promote eco-friendly Ganesh idols and conduct eco-idol making workshops.

These events are high-reach platforms for environmental and civic messaging.

SDGs Covered:



Civic & Women's
Empowerment Initiatives

GRI 203-1, 203-2



Voter awareness: collaborative programmes with media and social partners to increase civic participation and responsible voting.

Women's empowerment: award ceremonies, workshops and capacity-building sessions to encourage leadership, entrepreneurship and equal participation.

These initiatives are run through mobile clinics and partnerships with trained medical teams, increasing access in rural and peri-urban areas.

SDGs Covered:





RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1

Communications & Behavioral Campaigns



All corporate communications — from advertising to festival greetings — consistently promote tree plantation, natural farming and indigenous products. This continuous messaging helps normalise sustainable choices in the wider public.

SDGs Covered:



Awards & Recognition

Our CSR efforts have been recognized by public leaders and institutions:



Appreciation from Sh. Manohar Lal Khattar,
Hon'ble Chief Minister of Haryana.



Appreciation from City Administration
for COVID-19 relief services.



Appreciation from Sh. Manohar Lal Khattar,
Hon'ble Chief Minister of Haryana.



Recipient of the Rotary CSR Award.



RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



Mobile Health Outreach – Taking Care Beyond Boundaries

GRI 403-6, 403-7, 413-1

At LPS Bossard, healthcare is not confined to hospital walls — it reaches the streets and communities that need it most. Through the BP Jain Skill Development Centre, we have developed a fleet of fully equipped medical buses that deliver essential health services across the region.



Blood Donation Bus: Our dedicated blood donation bus, fitted with advanced collection and storage facilities, organizes around 310 camps every year, helping to collect nearly 18,500 blood units annually. This initiative ensures the availability of safe blood for emergency and routine medical procedures across partner hospitals.



Eye & General Check-up Bus: With a mission to promote preventive care, our mobile clinic conducts around 300 health camps each year, benefiting over 20,000 patients through free eye testing, general check-ups, and consultations.



Mammography Bus: To address the growing concern of breast cancer, we have deployed a state-of-the-art mammography unit on wheels. This facility enables early detection and awareness in rural and urban communities, having already conducted numerous screening drives and diagnostic camps in underserved areas.

SDGs Covered:



RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1



BP Jain Skill Development Centre –
Empowering Through Learning

GRI 404-2, 404-3



The BP Jain Skill Development Centre serves as a cornerstone of our CSR framework — combining education, healthcare, and sustainability. Besides hosting solar power installations and supporting our medical outreach vehicles, the Centre regularly organizes skill-building programs, vocational training, and digital literacy workshops for youth and women from nearby communities. These initiatives strengthen employability, promote green skills, and foster inclusive growth.

SDGs Covered:



Collaborations that Amplify Impact



We believe collaboration multiplies social good. LPS Bossard actively partners with a broad network of institutions and civic bodies — including the Municipal Corporation, Rotary Clubs, Health Department, Sports Authorities, and City Administration — to design and execute impactful community programs. These partnerships ensure that our initiatives align with local development priorities while reaching a wider population base.

We also work closely with media houses to promote social campaigns such as voter awareness, women empowerment, anti-plastic drives, and environmental conservation. Through these alliances, awareness reaches citizens beyond physical events — creating a sustained ripple of responsibility across society.

SDGs Covered:



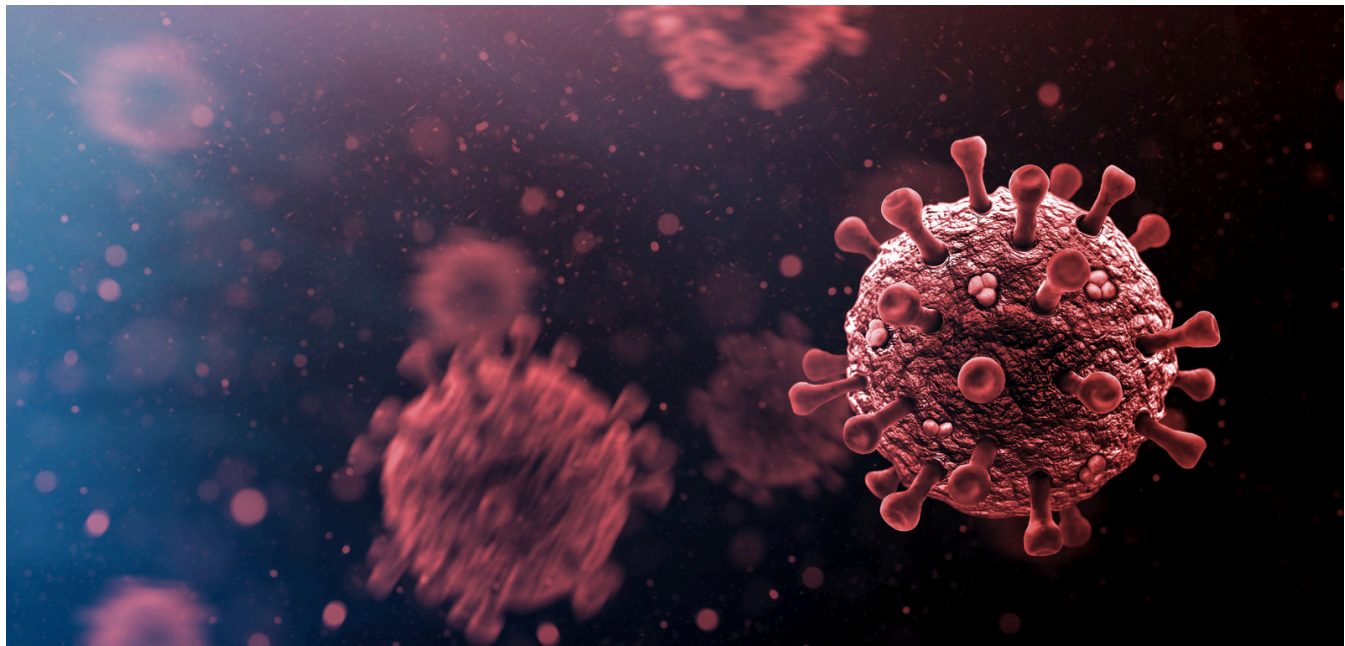


RELENTLESS COMMUNITY SERVICE AND IMPACT

GRI 413-1

Serving During the Pandemic

GRI 413-1



During the COVID-19 pandemic, LPS Bossard stood firmly with the community. In collaboration with the City Administration, our teams provided essential supplies, medical equipment, and food distribution support to frontline workers, hospitals, and vulnerable families. For these contributions, we received formal recognition from the city administration, reinforcing our unwavering dedication to social responsibility in times of crisis.

SDGs Covered:



एलपीएस बोसार्ड के नए प्लांट का बालंद में सीएम ने किया शिलान्यास



बालंद में यूनिवर्सल प्रिसेशन स्कूज एलपीएस बोसार्ड के नए प्लांट का शिलान्यास करते सीएम नारायण सैनी। श्रेष्ठ : एलपीएस रोहतक। सीएम नारायण सिंह सैनी ने बौरवार शाम बालंद में यूनिवर्सल प्रिसेशन स्कूज एलपीएस बोसार्ड के नए प्लांट का शिलान्यास किया। यहां एक पेड़ मां के नाम कार्यक्रम के तहत सीएम ने भी पौधा लगाया। यहां कुल 5100 पौधे रोपे गए।

सीएम ने कहा कि आधुनिकता व विकास के लिए हमें प्रकृति का शोषण नहीं बल्कि उसके साथ सामंजस्य बनाना है। प्रदेश में 2014 से अब तक 18 करोड़ पौधे लगाए जा चुके हैं। प्रधानमंत्री के एक पेड़ मां के नाम अभियान के पहले चरण में प्रदेश में 1.80 करोड़ पौधे लगाए हैं। दूसरे चरण में 2.10 करोड़ पौधे लगाने का लक्ष्य है।

राहुल गांधी को अपना इलाज कराने की जरूरत सीएम ने राहुल गांधी पर तंज कसते हुए कहा कि उन्हें अपना इलाज कराने की जरूरत है। उनके बयानों से देश व समाज को नुकसान हो रहा है। उन्होंने देश की बहादुर सेनाओं के शौर्य पर भी सवाल उठाए हैं। कांग्रेस का यह झूठ का पछांज जवाब दिन नहीं चलेगा। ब्यूरो

हरिभूमि

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रोहतक-भूमि हरिभूमि 11

राजयोगिनी दादी प्रकाशमणि की 18वीं पुण्य स्मृति दिवस पर रक्तदान शिविर लगाया

हरिभूमि ब्यूरो, रोहतक

ब्रह्माकुमारी सेवाकेंद्र शीला बाईपास की ओर से राजयोगिनी दादी प्रकाशमणि की 18वीं पुण्य स्मृति दिवस पर एक विशाल रक्तदान शिविर का आयोजन किया गया। इस विशाल रक्तदान शिविर का उद्घाटन रिचन काटकर एलपीएस बोसार्ड के एमडी राजेश जैन द्वारा किया गया। इस अवसर पर पीजीआई डॉक्टर डॉक्टर एस के सिंघल, महामंडलेश्वर बाबा कपिल पुरी जूना अखाड़ा, राष्ट्र देवो भव मिशन के अध्यक्ष संत सुखाराम महाराज, डॉक्टर एसपी चुच रिटायर्ड सीएमओ सिविल अस्पताल, सेवा केंद्र प्रभारी वी के रक्षा दीदी, वीके वंदना दीदी, वीके वासुदेव भाई उपस्थित रहे। ब्रह्माकुमारी संस्था की ओर से चार दिवसीय रक्तदान



शिविर का आयोजन किया तथा ब्रह्माकुमारी संस्था द्वारा 22 अगस्त से 25 अगस्त तक एक लाख यूनिट ब्लड एकत्रित करने का टारगेट रखा। इस अवसर पर रक्तदान करने के लिए सभी में बढ़-चढ़कर भाग लिया। इस अभियान में आए हुए सभी मेहमानों ने रक्तदाताओं का आभार प्रकट किया तथा उन्हें मेडल, सर्टिफिकेट, बैज, गिफ्ट देकर सम्मानित भी किया। इस अवसर पर राजेश जैन ने ब्रह्माकुमारी द्वारा चलाए जा रहे रक्तदान अभियान की प्रशंसा की। डॉक्टर एस के सिंघल ने कहा कि यह संस्था समय प्रति समय समाज को प्रेरित करने वाले सराहनीय कार्य करते रहती है जैसे कि नशा मुक्ति अभियान। उन्होंने कहा हमारी एक-एक रक्त की वृंद बहुत महत्वपूर्ण है।

राजयोगिनी दादी की याद में किया रक्तदान



रक्तदान शिविर में मौजूद समाजसेवी राजेश जैन व केंद्र के सदस्य। श्रेष्ठ : सेवा केंद्र

रोहतक। ब्रह्माकुमारी सेवा केंद्र शीला बाईपास की ओर से राजयोगिनी दादी प्रकाशमणि की 18वीं स्मृति में रक्तदान शिविर लगाया गया जिसका उद्घाटन समाजसेवी राजेश जैन ने किया। उन्होंने ब्रह्माकुमारी की ओर से चलाए जा रहे रक्तदान अभियान की प्रशंसा की। डॉ. एसके सिंघल ने कहा कि यह संस्था समय-समय पर समाज को प्रेरित करने वाले सराहनीय कार्य करती है। इस अवसर पर महामंडलेश्वर कपिलपुरी जूना अखाड़ा, राष्ट्र देवो भव मिशन के अध्यक्ष संत सुखाराम महाराज, डॉ. एसपी चुच, रिटायर्ड सीएमओ सिविल अस्पताल, सेवा केंद्र प्रभारी वीके रक्षा, वीके वंदना व वीके वासुदेव उपस्थित रहे। संवाद



रोहतक भास्कर 15-08-2025

एलपीएस बोसार्ड व यूपीएस द्वारा लगाई यूनिट में सीएम सैनी ने रखी आधारशिला

भारत न्यूज, रोहतक

मुख्यमंत्री नारायण सिंह सैनी गुरुवार को एलपीएस बोसार्ड कंपनी व यूपीएस के द्वारा लगाई गई यूनिट में आधारशिला रखने के लिए पहुंचे। 5100 पौधे लगाकर मुख्यमंत्री ने नए बर्हिमन स्थापित किया। मुख्यमंत्री ने कहा कि राजेश जैन की कंपनी प्रयत्नशील है। एलपीएस बोसार्ड व यूपीएस कंपनी ने लगाया गया यह प्लंट एक नया बर्हिमन स्थापित करेगा, क्योंकि यह प्लंट प्रत्यक्ष रीट होय और प्रदेश में दूसरी कंपनियों को भी इससे कुछ सीखने को मिलेगा। पक्षीकरण को देखते हुए एक पेड़ मां के नाम कार्यक्रम के तहत लगाने वाले पौधों में से हैं और इसी कड़ी में राजेश जैन ने भी इतिहास



रखा है। उन्होंने कहा कि यह कंपनी हज़ारों युवाओं को रोजगार भी देते साथ ही मेक इन इंडिया में भी एक रक्त की वृंद बहुत महत्वपूर्ण है।

राजेश जैन ने मुख्यमंत्री व भवन के प्रदेश अध्यक्ष मोहनलाल बाटोली पूर्व मंत्री मनोहर जेवर सहित लगभग 150 लोग शामिल हुए। जैन ने कहा कि प्रकाशमणि नौद मोदी की सोच देश को आगे ले जाने की है और इसलिए देश की अर्थव्यवस्था लगातार बढ़ रही है। जैन ने कहा कि प्रकाशमणि की नींवों पर चलकर उन्होंने यह कदम उठाया है क्योंकि प्रत्यक्ष देश में सबसे बड़ी समस्या है और इसलिए एक पेड़ मां के नाम के तहत यह कार्यक्रम चलाया गया है। एलपीएस बोसार्ड व यूपीएस कंपनी पहले भी पेड़ लगाने की सुझाव में जुड़ी रही है और आज 5100 पेड़ लगाकर नया बर्हिमन रखा है।



CUSTOMER TRUST

At LPS Bossard, customer trust is the cornerstone of our long-term success. Every product we design, manufacture, and deliver embodies our commitment to quality, safety, and integrity. By embedding sustainability, transparency, and innovation into every stage of the product lifecycle, we strive to create solutions that not only meet customer needs but also contribute to a safer and more responsible world.

Commitment to Quality and Safety (GRI 416-1, 416-2)

Our approach to product quality and safety is rooted in robust governance and rigorous standards. We operate under a comprehensive Quality Management System (QMS) that aligns with ISO 9001:2015 and integrates environmental and social considerations from design through delivery.

All products undergo stringent quality checks, safety inspections, and equipment audits to ensure they meet global standards and customer specifications. Preventive maintenance schedules and safety audits are conducted periodically to reduce equipment-related risks and prevent incidents related to handling or use.

We maintain detailed product labeling, storage, and handling procedures to ensure compliance with national and international regulations on hazardous materials. These include guidelines for safe transportation, emergency response,

and hazard communication, ensuring that our customers receive complete and accurate safety information with every shipment.

Health, Safety & Product Stewardship (GRI 416-1, 416-2, 403-5)

At LPS Bossard, product responsibility goes beyond compliance — it's a culture of stewardship. Our Product Safety and Compliance Policy ensures that health and safety considerations are integrated across the entire product lifecycle — from design, sourcing, and production to distribution and end-of-life.

To prevent potential harm and enable safe usage, we:

- Conduct hazard assessments and maintain an inventory of products containing potentially hazardous materials.
- Offer detailed Safety Data Sheets (SDS) and usage guidelines for all relevant products.
- Implement emergency preparedness and recall procedures, ensuring rapid and transparent action in case of any product-related incident.
- Provide training and awareness sessions to customers and distributors on safe product use, waste disposal, and sustainability practices.

In year 2030, we plan to have zero product recalls or safety-related complaints, reaffirming our strong performance in product safety and quality assurance.

Customer Feedback and Engagement (GRI 2-29, 416-1)

We believe that listening is the foundation of trust. Our Customer Feedback System enables continuous dialogue through multiple channels — including service hotlines, dedicated support portals, and structured customer satisfaction surveys.

All feedback related to product quality, performance, or safety is systematically recorded, analyzed, and addressed through a defined Corrective and Preventive Action (CAPA) process. Regular trend analysis helps us anticipate customer needs and drive improvements across processes.

We have also established formal procedures to collect external feedback on health and safety issues, including escalation mechanisms for urgent concerns. This ensures that issues are not only resolved promptly but also integrated into long-term process improvements.

Sustainable and Smarter Solutions (GRI 301-3, 305-5, 302-5)

Customer trust also stems from our ability to innovate responsibly. Through our Smart Factory Logistics and Smart Assembly Solutions, we help customers optimize efficiency, minimize waste, and lower carbon emissions during use.

We continue to expand our range of eco-efficient products, including electric, solar, and hydrogen-powered tools and equipment, designed to reduce lifecycle emissions and dependence on fossil fuels. These innovations are supported by product-level carbon footprint disclosures and training sessions that help customers adopt greener alternatives with confidence. Our post-purchase care programs and recommerce initiatives enable customers to extend product lifetimes, reduce waste, and return used materials for responsible recycling or refurbishment. By promoting circularity, we strengthen not only environmental outcomes but also customer loyalty.

Transparency and Responsible Communication (GRI 417-1, 417-2, 417-3)

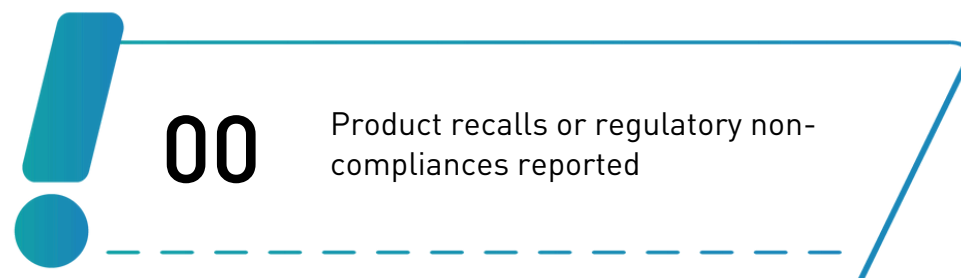
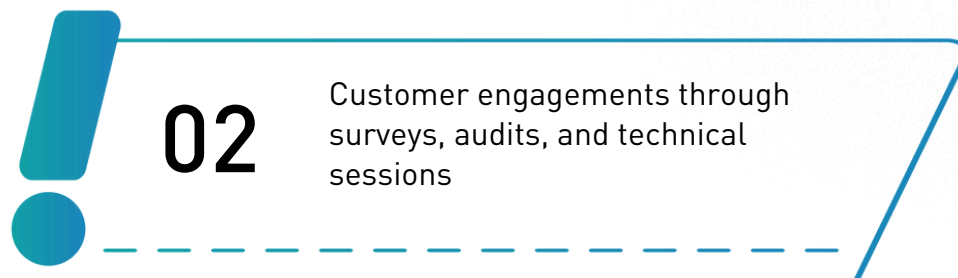
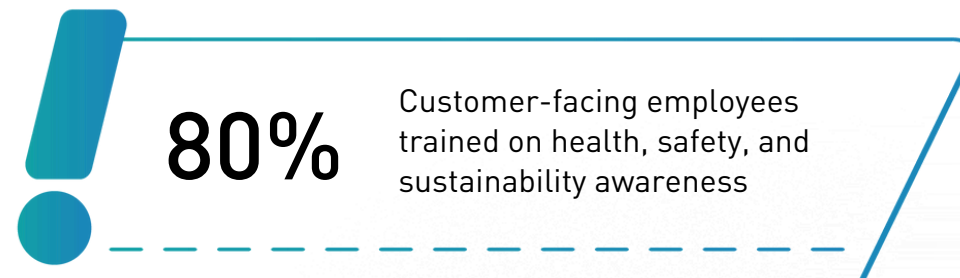
Integrity in communication is integral to maintaining customer trust. We ensure that all marketing materials, catalogs, and digital communications are transparent, accurate, and compliant with advertising and labeling standards.

We also provide customers with traceability information for critical components, empowering them to make informed decisions regarding sourcing and sustainability performance. Periodic product stewardship reports and sustainability disclosures provide clear insights into our environmental and safety performance, reinforcing our commitment to accountability and trust-based partnerships.



CUSTOMER TRUST

Performance Highlights (2024)



Looking Ahead

As customer expectations evolve, we continue to strengthen our systems and innovations that reinforce safety, transparency, and trust. Our roadmap for 2030 includes:

- Launching a Customer Sustainability Portal for real-time access to product carbon data and documentation
- Expanding eco-efficient product lines and digital tools that enable smarter logistics
- Enhancing post-sale engagement to include product care, take-back, and repair programs
- Embedding customer feedback metrics into our sustainability performance indicators

At LPS Bossard, trust is earned not by words but by consistent actions. Through continuous improvement, transparency, and partnership, we aim to remain the trusted ally of our customers — delivering solutions that are not just reliable, but also responsible.



SUSTAINABLE PROCUREMENT

“ RESPONSIBLE SOURCING FOR SHARED VALUE



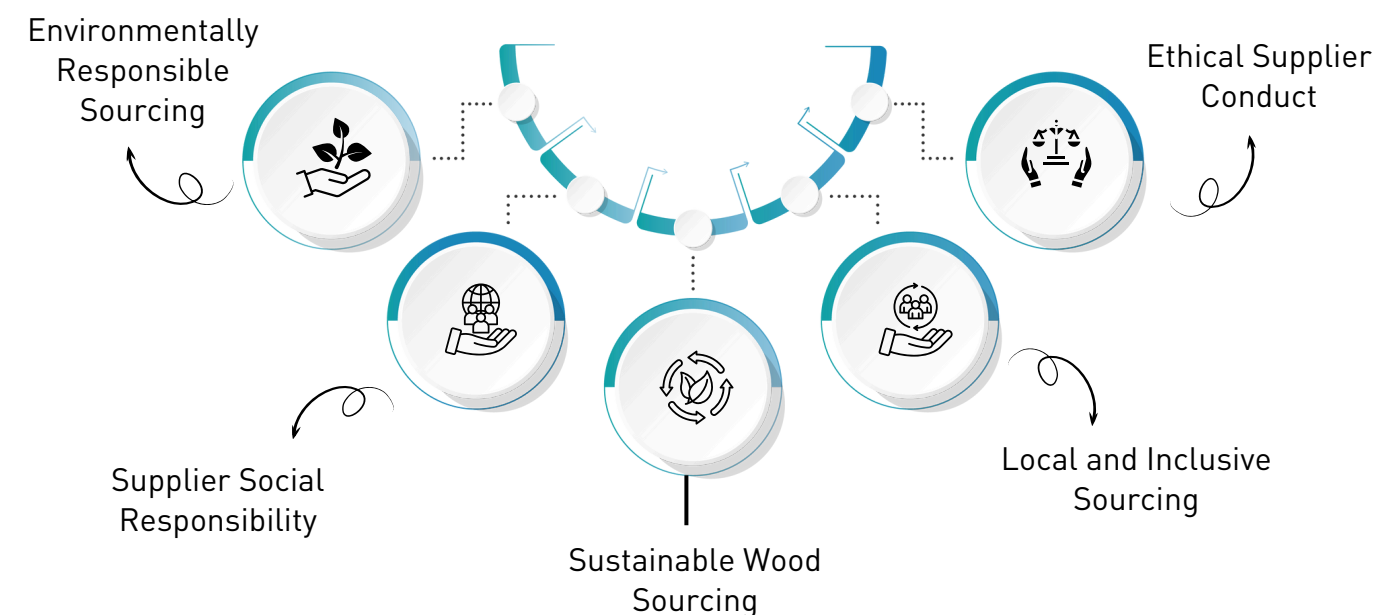


SUSTAINABLE PROCUREMENT POLICY

At LPS Bossard, responsible sourcing is an integral part of our sustainability strategy. We are committed to ensuring that every product, service, and partnership contributes positively to the environment, society, and economy. Our procurement approach prioritizes ethical conduct, transparency, and collaboration — ensuring that sustainability is embedded throughout our supply chain.

Key Focus Areas [GRI 308-1, 308-2, 414-1, 414-2]

Our Sustainable Procurement Policy focuses on:



Sustainable Procurement Targets (by 2030)

Environmentally Responsible Sourcing

- Ensure 100% supplier compliance with the LPS Bossard Supplier Code of Conduct.
- Increase procurement from ISO 14001 / ESG-certified suppliers by 50%.

Supplier Social Responsibility Framework

- Conduct annual social responsibility audits for 100% of key suppliers.
- Strengthen supplier partnerships promoting fair labor, inclusion, and workforce well-being.

Ethical Supplier Conduct

- Reduce supplier-related compliance issues by 50% through enhanced training and engagement.
- Maintain zero cases of corruption, bribery, or unethical conduct in supplier relationships.

Local & Inclusive Sourcing

- Increase local sourcing by 30% to support regional economies and reduce emissions.
- Ensure at least 10% of the supplier base consists of small or diverse businesses.

Sustainable Sourcing of Wood-Based Products

- Source 100% of wood-based materials (where applicable) from FSC/PEFC-certified sustainable sources.
- Replace wooden pallets with recyclable plastic alternatives to enhance material circularity.

Review Mechanism and Continuous Improvement [GRI 102-18, 102-43, 103-2, 103-3]

The Sustainable Procurement Policy will be reviewed annually by the Procurement Officer, in collaboration with the Sustainability and Environmental Teams, to ensure its continued relevance, effectiveness, and alignment with evolving regulatory requirements and global best practices. Supplier compliance and performance are evaluated through regular audits, scorecards, and feedback mechanisms. Findings from these reviews guide corrective actions, supplier development initiatives, and policy updates. Any significant changes are approved by Senior Management and communicated across all relevant teams and suppliers to ensure consistent implementation and continuous improvement.

Responsibilities [GRI 102-40, 103-2]

- Procurement Team
- Sustainability Team
- Suppliers
- Employees
- Senior Management

Implementation and Oversight ([GRI 308-2, 414-2, 205-2, 102-34, 103-3])

Implementation of sustainable procurement practices is led by the Procurement Team, in coordination with the Sustainability and Environmental Management teams. Supplier performance is monitored through sustainability scorecards, audits, and periodic assessments. Oversight is provided by Senior Management, ensuring that sourcing practices remain transparent, ethical, and aligned with environmental laws, international standards, and stakeholder expectations.



OUR PROCUREMENT PHILOSOPHY

At LPS Bossard Pvt. Ltd., procurement is more than a transactional process — it is a lever for creating shared value across our supply chain. Guided by our Sustainable Procurement Policy, we integrate environmental stewardship, social responsibility, and ethical governance into every sourcing decision.

Our approach is anchored in the belief that responsible purchasing drives sustainable growth — by partnering with suppliers who share our commitment to integrity, innovation, and inclusivity. We actively promote transparency and accountability through our Supplier Code of Conduct, which outlines expectations on labor standards, health and safety, human rights, anti-corruption, and environmental performance. In alignment with our corporate sustainability strategy, our procurement practices emphasize:

Environmental Responsibility:

Preference for suppliers with recognized environmental management systems such as ISO 14001, those offering low-carbon or circular materials, and transparent disclosure of life-cycle impacts.

Social Equity: Collaboration with suppliers that uphold fair labor, diversity, and safe working conditions throughout their operations and sub-tiers.

Ethical Integrity: Zero tolerance for corruption, bribery, or unfair trade practices. All supplier contracts integrate sustainability clauses that align with both our ethical values and regulatory expectations.

Inclusive and Local Sourcing: Sourcing locally wherever feasible to reduce transportation emissions and empower small and medium enterprises.

Collaborative Progress: Engaging with suppliers to build capability, share best practices, and jointly innovate for sustainability.

To ensure continuous improvement, supplier risk assessments are conducted periodically to identify potential environmental, social, or governance (ESG) risks. High-risk suppliers undergo additional due diligence, audits, and corrective action processes.

In 2024–25, **95% of our direct spend** was covered under our Supplier Code of Conduct, with **100% of key suppliers** completing ESG self-assessments and sustainability disclosures. Our buyers and category managers are also trained regularly — with **90% trained on sustainable procurement principles**, emphasizing supplier evaluation on social and environmental performance. Through this integrated approach, LPS Bossard is advancing towards a resilient and transparent supply chain — one that supports business continuity while contributing to global sustainability goals.

SUPPLIER ENGAGEMENT & ESG EVALUATION

GRI 308-2, 414-2, 2-12, 2-23, 2-24

At LPS Bossard Pvt. Ltd., supplier partnerships are built on shared values and measurable accountability. We believe that sustainability performance is inseparable from supplier performance, and therefore, ESG (Environmental, Social, and Governance) evaluation forms a central pillar of our procurement strategy.

Our Supplier Engagement Framework ensures that all key suppliers are assessed, supported, and rewarded for their progress in responsible business conduct. This process is designed not only to mitigate supply-chain risks but also to foster collective innovation and long-term value creation.

Supplier Evaluation Process

Each new and existing supplier undergoes an ESG risk assessment covering environmental, labor, human rights, and ethical parameters. The evaluation is carried out through:



Suppliers are rated across key dimensions such as energy use, emissions management, labor practices, ethical conduct, and supply-chain transparency. Results are consolidated in an ESG Supplier Scorecard, which informs procurement decisions, contract renewals, and capacity-building priorities.

In 2024, 100% of our assessed suppliers were engaged in corrective actions or capacity-building initiatives to strengthen their sustainability performance. Suppliers that fail to meet baseline requirements are supported through structured improvement plans and periodic re-evaluations.



SUPPLIER ENGAGEMENT & ESG EVALUATION

Supplier Training and Awareness (GRI 205-2, 403-4, 2-30, 308-2, 414-2)

To ensure consistent understanding of our expectations, we conduct annual sustainability orientation programs for suppliers covering topics such as:

- Climate action and energy management
- Safe working conditions and human rights
- Ethical sourcing and anti-corruption principles
- Waste minimization and circular economy practices

In 2024, 95% of procurement staff and 90% of strategic suppliers participated in sustainability workshops or virtual training sessions. These engagements have strengthened supplier alignment with LPS Bossard's Sustainable Procurement Policy and improved reporting on ESG metrics.

Embedding ESG in Contracts and Governance (GRI 2-23, 2-24, 205-3, 419-1, 2-16, 103-2)

All new supplier contracts now include sustainability clauses related to environmental performance, labor standards, and ethics. Suppliers are required to:

The Procurement and Sustainability Teams jointly monitor supplier performance through scorecards and quarterly reviews. Non-compliance cases are escalated through our Supplier Grievance and Resolution Mechanism, ensuring transparency and accountability at every stage.

Driving Impact Through Collaboration (GRI 2-29, 103-2, 301-2, 302-5, 305-5, 308-2)

Beyond compliance, LPS Bossard encourages open dialogue with suppliers to identify innovation opportunities—such as low-carbon materials, closed-loop packaging, and energy-efficient manufacturing processes. Select suppliers are recognized annually for exceptional ESG performance through our Sustainable Supplier Recognition Program. Through this structured engagement model, we are progressively moving toward a supply chain that is transparent, resilient, and future-ready—where every partnership contributes to our collective sustainability goals.

RESPONSIBLE SOURCING

At LPS Bossard Pvt. Ltd., responsible sourcing is more than a compliance exercise — it is a commitment to ensure that every material, component, and service we procure upholds the highest standards of environmental stewardship, human rights, and ethical integrity. We recognize that our supply chain is an extension of our own values, and we therefore strive to influence positive change across all tiers of procurement.

Embedding Responsibility in Procurement Decisions (GRI 2-23, 2-24, 205-3, 419-1, 2-16, 103-2)

Our Responsible Sourcing Policy guides every purchasing decision through clear sustainability criteria. Environmental, social, and ethical factors are integrated into the supplier selection, evaluation, and renewal process. This includes assessment of:

- Environmental management systems (e.g., ISO 14001 certification)
- Labor practices, occupational health & safety, and human rights.
- Ethical conduct, including anti-bribery, anti-corruption, and fair competition.
- Diversity, inclusion, and community development initiatives.
- Transparency in raw material traceability and responsible mineral sourcing.

All suppliers are required to sign and comply with the LPS Bossard Supplier Code of Conduct, which defines our minimum

expectations on legal compliance, environmental responsibility, human rights, and integrity. The Code is regularly reviewed and updated to reflect evolving international standards and stakeholder expectations. Sustainability-linked metrics, such as the percentage of ESG-compliant suppliers and progress on responsible sourcing initiatives, are included in procurement team KPIs and performance appraisals to ensure accountability

Conflict Minerals and Ethical Supply Chains (GRI 2-23, 2-24, 308-1, 308-2)

In alignment with global best practices, LPS Bossard has implemented a Conflict Minerals Due Diligence Procedure to identify and mitigate risks related to the sourcing of tin, tungsten, tantalum, and gold (3TG).

This includes:

- Supplier declarations through the Conflict Minerals Reporting Template (CMRT)
- Verification of upstream actors such as smelters and refiners to ensure responsible sourcing
- Procedures to disengage with non-compliant or non-responding suppliers after multiple follow-ups
- A grievance mechanism enabling employees, suppliers, and external stakeholders to report supply-chain concerns confidentially

Where applicable, due diligence reports are reviewed annually and publicly disclosed to maintain transparency and traceability.



RESPONSIBLE SOURCING

Local and Inclusive Sourcing (GRI 204-1, 414-1, 405-1)

Our sourcing strategy emphasizes supporting local and diverse suppliers to strengthen regional economies and reduce logistics-related emissions. We prioritize small and medium enterprises (SMEs) and encourage participation of businesses owned by women, underrepresented groups, or social enterprises.

By 2030, the company aims to increase local sourcing by 30% by 2030, in line with our Sustainable Procurement Roadmap.

Sustainable Materials and Circularity (GRI 301-1, 301-2, 301-3, 308-1, 308-2)

We are progressively increasing our procurement of eco-friendly, recycled, and low-carbon materials, especially in packaging and logistics. For instance, the transition from wooden to recyclable plastic pallets has significantly reduced deforestation risks and improved circularity.

Suppliers are encouraged to adopt life-cycle thinking, disclose environmental data, and provide innovations that minimize waste and enable circular economy models. In future, sustainability certifications such as FSC, PEFC, or equivalent will be mandatory for all wood-based packaging materials.

Monitoring and Continuous Improvement (GRI 308-2, 414-2, 2-17, 2-22, 103-3)

Supplier performance on responsible sourcing is tracked through audits, scorecards, and capacity-building engagements. In FY 2024–25:

- 100% of audited suppliers participated in corrective action or improvement programs.
- 90% of procurement staff received training on sustainable and ethical sourcing practices.
- 50% increase was achieved in procurement from suppliers with public ESG disclosure or certification (compared to baseline year 2022).

Performance results and improvement trends are reported to the Sustainability Steering Committee each quarter and published annually in our Sustainability Report.

Suppliers demonstrating strong environmental stewardship, ethical practices, and continuous ESG improvement are recognized through preferred supplier status and long-term partnership opportunities. Such recognition acts as an incentive for suppliers to align more closely with our sustainability objectives.

SUPPLIER DEVELOPMENT & COLLABORATION FOR INNOVATION

At LPS Bossard Pvt. Ltd., we believe that our suppliers are not just vendors — they are strategic partners in innovation, quality, and sustainability. Recognizing that a resilient and future-ready supply chain is built on shared growth, we actively collaborate with our suppliers to enhance their technical capabilities, sustainability performance, and innovation potential.

Empowering Suppliers Through Capacity Building (GRI 308-2, 414-2, 2-17, 403-1, 403-5, 205-2)

Supplier development is central to our procurement strategy. Through the Supplier Capability Enhancement Program, we organize periodic workshops, training, and joint improvement projects focused on:

- Lean manufacturing and quality improvement
- Energy efficiency and waste reduction
- Occupational health & safety best practices
- ESG awareness and compliance with LPS Bossard's Supplier Code of Conduct
- Digital tools and data sharing for smarter logistics

In 2024, over 10 suppliers participated in these programs, resulting in measurable improvements in on-time delivery, defect reduction, and environmental performance.

Select suppliers are also supported with on-site technical guidance and mentorship from our Quality and Sustainability teams to help them align with ISO 9001, ISO 14001, and ISO 45001 standards.

Collaborating for Sustainable Innovation (GRI 308-2, 414-2, 301-3, 2-23)

Innovation is at the heart of our supplier partnerships. Through the Smart Factory Logistics (SFL) and Smart Assembly Solutions (SAS) programs, we co-develop digital supply chain solutions that drive efficiency, traceability, and carbon reduction across the ecosystem.

Joint innovation initiatives include:

- Development of customized logistics systems to optimize material flow and reduce packaging waste.
- Pilot projects on recyclable packaging, returnable containers, and process automation.
- Collaboration on low-carbon material alternatives and energy-efficient processes.
- Sharing of product carbon footprint (PCF) data and methodologies to enhance value chain transparency.

These partnerships enable mutual learning and position our suppliers as active contributors to our shared sustainability objectives.



SUPPLIER DEVELOPMENT & COLLABORATION FOR INNOVATION

Supplier Recognition and Engagement (GRI 414-2, 2-29, 2-23)

We celebrate excellence through the Annual Supplier Meet, where outstanding partners are recognized for achievements in sustainability, innovation, delivery performance, and ethical conduct.

Awards such as “Sustainability Partner of the Year” and “Quality Excellence” motivate continuous improvement and strengthen long-term relationships. Regular supplier engagement surveys and feedback sessions ensure two-way communication and provide insights into areas of improvement, fostering trust and collaboration.

Digitalization and Transparency (GRI 308-2, 414-2, 2-6, 2-9, 2-23)

Our procurement and logistics systems are progressively being digitized to enable real-time data exchange, traceability, and predictive insights. These digital tools empower suppliers to monitor their performance metrics, share environmental data, and identify efficiency opportunities.

By 2025, all strategic suppliers will be integrated into a centralized supplier portal for digital performance tracking and ESG reporting.

Shared Growth and Future Outlook (GRI 308-2, 414-2, 103-3)

We view supplier development as an ongoing partnership for shared success. Our goal is to ensure that 100% of our strategic suppliers achieve alignment with our ESG and innovation standards by 2030, creating a supply network that is efficient, transparent, and sustainable. Through this collaborative approach, LPS Bossard is nurturing a value chain of co-innovators — one that not only drives operational excellence but also advances collective progress toward a more sustainable future.

INTEGRATING ESG INTO OUR VALUE CHAIN

GRI 308, 414

ESG as a Business Enabler

At LPS Bossard, Environmental, Social, and Governance (ESG) principles are embedded as core business enablers — guiding how we innovate, source, produce, and deliver value. Our ESG approach strengthens competitiveness by aligning operational excellence with stakeholder expectations and global sustainability standards.

Through responsible procurement, efficient logistics, and community-centered initiatives, ESG drives both resilience and differentiation in our value chain. Energy-efficient operations, renewable energy adoption, and waste minimization initiatives directly support cost optimization and resource efficiency. On the social front, structured employee development programs, health and safety systems, and inclusive community partnerships strengthen our talent ecosystem and social license to operate.

Governance and transparency form the foundation of this framework — ensuring ethical conduct, fair business practices, and accountable leadership across all levels. Together, these pillars position ESG not as an external obligation, but as an accelerator of long-term growth, innovation, and trust across markets and stakeholders.

Smart Solutions - Driving Efficiency, Responsibility, and Innovation

At LPS Bossard, technology and sustainability converge through our Smart Factory Logistics (SFL) and Smart Assembly solutions — transforming traditional manufacturing supply chains into intelligent, resource-efficient ecosystems.

Smart Factory Logistics — Zero Waste, Maximum Efficiency

Our SFL systems digitize inventory management through real-time data, automated replenishment, and IoT-enabled bins. This eliminates overstocking, reduces material waste, and optimizes logistics flows — leading to significant CO₂ savings per ton of product delivered. By integrating data analytics, we help customers achieve leaner, cleaner, and more traceable supply chains.

Smart Assembly — Building Quality and Sustainability Together

Smart Assembly integrates digital tools with process engineering to ensure zero-defect production and optimized energy use. These solutions not only enhance precision and speed but also reduce rework and material waste — directly improving environmental performance across customer operations.



INTEGRATING ESG INTO OUR VALUE CHAIN

GRI 308, 414

Enabling ESG in Customer Value Chains

Our smart solutions extend sustainability beyond our own operations — empowering clients to meet their ESG targets by reducing emissions, improving safety, and enhancing efficiency across production sites. Each innovation reflects our belief that smart manufacturing is sustainable manufacturing.

Embedding ESG into Operations, Products & Customer Value

At LPS Bossard, ESG principles are not standalone programs — they are woven into every stage of our operations, product design, and customer engagement. By integrating responsibility into how we source, manufacture, and deliver, we create shared value for business and society.

Sustainable Operations

Our manufacturing and warehouse facilities operate with a focus on energy efficiency, waste reduction, and renewable energy adoption. Initiatives such as solar power generation, water recycling, waste segregation and composting programmes help us minimize our footprint and advance toward carbon neutral operations.

Responsible Products & Packaging

We continue to develop and offer eco-designed products that reduce material consumption and improve durability. Packaging is being transitioned to recyclable and biodegradable materials, reflecting our commitment to a circular economy approach.

Supplier & Customer Collaboration

Through our Supplier Sustainability Code of Conduct and sustainable procurement framework, we work closely with partners to embed social and environmental criteria across the value chain. Similarly, our Smart Solutions empower customers to reduce waste and emissions in their own operations — making ESG a shared journey.

Innovation for Value Creation

Innovation is our pathway to responsible growth. By merging digital intelligence with sustainability, we enhance quality, speed, and resource efficiency — delivering products and services that create lasting value for our customers and communities.

Governance of ESG

Strong governance anchors our ESG commitments. At LPS Bossard, ESG oversight begins at the highest level and cascades through structured accountability, ensuring that sustainability principles are embedded in every decision and function.

Board Oversight

The Board of Directors provides strategic direction and reviews ESG priorities, performance, and compliance. ESG progress is periodically reviewed alongside business objectives, ensuring alignment with corporate vision, stakeholder expectations, and emerging regulations.

Policies & Codes of Conduct

Our governance is supported by well-defined policies including the Code of Conduct, Supplier Sustainability Code, Environmental Policy, and Occupational Health & Safety Policy — all designed to ensure ethical, transparent, and responsible business practices.

Monitoring & Disclosure

Regular internal audits, supplier assessments, and data reviews ensure transparency and continual improvement. ESG disclosures are aligned with recognized frameworks such as GRI, EcoVadis, and BRSR, reinforcing credibility and comparability.

Stakeholder Accountability

Through structured engagement with employees, customers, suppliers, and community partners, we uphold open communication and responsiveness — ensuring that ESG governance reflects collective responsibility and shared impact.



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Gross Scope 1 GHG Emission (tCO2eq)	Gross Scope 1 GHG Emission (tCO2eq)	Gross Scope 1 GHG Emission (tCO2eq)	Gross Scope 1 GHG Emission (tCO2eq)	Gross Scope 1 GHG Emission (tCO2eq) 30% Reduction (Target / Actual)	
	111.22	113.28	137.02	137.52	77.85/	
	Gross Scope 2 GHG Emission (tCO2eq)	Gross Scope 2 GHG Emission (tCO2eq)	Gross Scope 2 GHG Emission (tCO2eq)	Gross Scope 2 GHG Emission (tCO2eq)	Gross Scope 2 GHG Emission (tCO2eq) 30% Reduction (Target/ Actual)	
	700.07	641.48	696.29	491.90	490.05/	
	Gross Scope 3 GHG Emission (tCO2eq)	Gross Scope 3 GHG Emission (tCO2eq)	Gross Scope 3 GHG Emission (tCO2eq)	Gross Scope 3 GHG Emission (tCO2eq)	Gross Scope 3 GHG Emission (tCO2eq) 7% Reduction (Target / Actual)	
	2,075.39	1,959.37	2,303.97	1900.86	1930.11/	
	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq) (Target / Actual)	
	1107.65	1278.84	1533.55	1269.06	996.88/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq) (Target / Actual)	
	117.55	135.3	162.47	133.97	105.80 /	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) / Revenue(in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue(Cr.) (Target / Actual)	
	2.59	2.13	1.84	1.67	2.33/	
	People Trained on GHG (Manhours)	People Trained on GHG (Manhours)	People Trained on GHG (Manhours)	People Trained on GHG (Manhours)	People Trained on GHG (Manhours) (Target / Actual)	
	140	193	200	205	250	
	Total gross annual revenue (in Cr)	Total gross annual revenue (in Cr)	Total gross annual revenue (in Cr)	Total gross annual revenue (in Cr)	Total gross annual revenue (in Cr) (Target / Actual)	
	313	355	452	419	1000/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Environmental Complaints	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints (Target / Actual) NIL	
Energy	Total Energy Consumption (in GJ) 4845.72	Total Energy Consumption (in GJ) 4646.64	Total Energy Consumption (in GJ) 5098.36	Total Energy Consumption (in GJ) 3712.29	Total Energy Consumption (in GJ) (Target / Actual) 4361.14/	
	Energy Intensity (Kwh/Revenue (in Cr.) 15.48	Energy Intensity (Kwh /Revenue (in Cr.) 13.08	Energy Intensity (Kwh /Revenue (in Cr.) 11.28	Energy Intensity (Kwh /Revenue (in Cr.) 8.86	Energy Intensity (Kwh /Revenue (in Cr.) (Target/ Actual) 13.93/	
	Renewable Energy against Total Energy (%) 63.3%	Renewable Energy against Total Energy (%) 77.2%	Renewable Energy against Total Energy (%) 78.9%	Renewable Energy against Total Energy (%) 61.5%	Renewable Energy against Total Energy (%) (Target/ Actual) 60%/	
	People Trained on Energy Efficiency (Manhours) 263	People Trained on Energy Efficiency (Manhours) 280	People Trained on Energy Efficiency (Manhours) 310	People Trained on Energy Efficiency (Manhours) 333	People Trained on Energy Efficiency (Manhours) (Target/ Actual) 350	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Energy	Renewable Electricity Consumption (KWH/Year) 7,29,922	RenewableElectricity Consumption (KWH/Year) 8,15,203	Renewable Electricity Consumption (KWH/Year) 7,55,642	Renewable Electricity Consumption (KWH/Year) 4,16,300	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 7,75,862.48/	
Water	Total Water consumption (in Kilo Litres / Year) 121.80	Total Water consumption (in Kilo Litres / Year) 126.95	Total Waterconsumption (in Kilo Litres / Year) 135.23	Total Waterconsumption (in Kilo Litres / Year) 111.94	Total Waterconsumption (in cubic meter) (Target / Actual) 109.62/	
	Total Water Recycled and Reused (in Kilo Litres / Year) 260	Total Water Recycled and Reused (in Kilo Litres / Year) 360	Total Water Recycled and Reused (in Kilo Litres / Year) 650	Total Water Recycled and Reused (in Kilo Litres / Year) 630	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) 600/	
	Total Rain Water Harvested (in Kilo Litres / Year) 0	Total Rain Water Harvested (in Kilo Litres / Year) 0	Total Rain Water Harvested (in Kilo Litres / Year) 5	Total Rain Water Harvested (in Kilo Litres / Year) 8	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 10 /	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Water	Total water consumption per employee (in Litres/ Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	
	3.69	3.58	3.72	3.30	3.32/	
	Water Intensity (Water consumed / Revenue (in Cr.))	Water Intensity (Water consumed / Revenue (in Cr.))	Water Intensity (Water consumed/ Revenue (in Cr.))	Water Intensity (Water consumed/ Revenue (in Cr.))	Water Intensity (Water consumed/ Revenue (in Cr.) (Target / Actual)	
	0.39	0.36	00.30	0.27	0.25/	
	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trainedon Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours) (Target / Actual)	
	355	408	450	464	500	
Air Pollution	SOx (Micro /m3)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit)	
	16	80/18	80/18	80/18	80/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Air Pollution	NOx (Micro /m3)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit)	
	23	80/19	80 /19	80 /19	80 /	
	PM10 (mg/M³)	PM10 (mg/M³) (Limit /Result)	PM10 (mg/M³) (Limit /Result)	PM10 (mg/M³) (Limit /Result)	PM10 (mg/M³) (Limit /Result)	
	35.68	100 / 34.00	100 / 33.2	100 / 32.1	100 /	
	PM2.5 (mg/M3)	PM2.5 (mg/M3) (Limit /Result)	PM2.5 (mg/M3) (Limit /Result)	PM2.5 (mg/M3) (Limit /Result)	PM2.5 (mg/M3) (Limit)	
	38	60 / 30	60 /30	60 /31	60 /	
	Ammonia (mg/M3)	Ammonia (mg/M3) (Limit /Result)	Ammonia (mg/M3) (Limit /Result)	Ammonia (mg/M3) (Limit /Result)	Ammonia (mg/M3) (Limit)	
	56	400 / 42	400 / 42	400 /40	400 /	
	Lead (mg/M3)	Lead (mg/M3) (Actual/Limit)	Lead (mg/M3) (Actual /Limit)	Lead (mg/M3) (Actual /Limit)	Lead (mg/M3) (Limit)	
	BDL	BDL/1.0	BDL/1.0	BDL/1.0	/1.0	



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ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Air Pollution	Ozone (mg/M3) 10.5	Ozone (mg/M3) (Actual /Limit) 10.5 /100	Ozone (mg/M3) (Actual /Limit) 10.4/ 100	Ozone (mg/M3) (Actual /Limit) 10.5/ 100	Ozone (mg/M3) (Limit) / 100	
	VOC (mg/M3) BDL	VOC (mg/M3) (Actual /Limit) BDL/0.1	VOC (mg/M3) (Actual /Limit) BDL/0.1	VOC (mg/M3) (Actual /Limit) BDL/0.1	VOC (mg/M3) (Limit) / 0.3	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target / Actual) NIL/	
Noise	Day Time Noise Level dB (A) Leq Near warehouse 70	Day Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 70 /75	Day Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 72/75	Day Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 72/75	Day Time Noise Level dB (A) Leq Near warehouse (Limit) /75	



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ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Noise	Night Time Noise Level dB (A) Leq Near warehouse 70	Night Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 66 /70	Night Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 66/70	Night Time Noise Level dB (A) Leq Near warehouse (Actual / Limit) 66/70	Night Time Noise Level dB (A) Leq Near warehouse (Limit) /70	
Biodiversity Conservation	Number of native species supported 1	Number of native species supported 2	Number of native species supported 4	Number of native species supported 6	Number of native species supported (Target / Actual) 15 /	
	land dedicated to biodiversity conservation (acres) 2	land dedicated to biodiversity conservation (acres) 4	land dedicated to biodiversity conservation (acres) 5	land dedicated to biodiversity conservation (acres) 6	land dedicated to biodiversity conservation (acres) (Target / Actual) 12/	
	Complaints receivedon Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity (Target / Actual) 0	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Raw Materials	Consumption of Hazardous Raw Materials (in Metric Tonnes)	Consumption of Hazardous Raw Materials (in Metric Tonnes)	Consumption of Hazardous Raw Materials (in Metric Tonnes)	Consumption of Hazardous Raw Materials (in Metric Tonnes)	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target / Actual)	
	11	2	8	7	5	
	Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	Consumption of Non- Hazardous Raw Materials (in Metric Tonnes) (Target / Actual)	
	3.35	2.72	32.34	0.88	3	
Waste Generation	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	
	1.89	1.76	1.38	1.12	1.70/	
	Total HazardousWaste Generation (in Metric Tones)	Total Hazardous Waste Generation (in Metric Tones)	Total Hazardous Waste Generation (in Metric Tones)	Total Hazardous Waste Generation (in Metric Tones)	Total Hazardous Waste Generation (in Metric Tones) (Target / Actual)	
	0.17	0.14	0.12	0.06	0.10/	



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ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Waste Generation	Total non-Hazardous Waste Generation (in Metric Tones)	Total non-Hazardous Waste Generation (in Metric Tones)	Total non-Hazardous Waste Generation (in Metric Tones)	Total non-Hazardous Waste Generation (in Metric Tones)	Total non-Hazardous Waste Generation (in Metric Tones) (Target / Actual)	
	1.72	1.62	0.26	1.06	1.54/	
	Number of accidental pollution events due to company operations	Number of accidental pollution events due to company operations	Number of accidental pollution events due to company operations	Number of accidental pollution events due to company operations	Number of accidental pollution events due to company operations (Target / Actual)	
	0	0	0	0	0/	
Environmental services and advocacy	Total Waste recovered in a year (in Metric Tones)	Total Waste recovered in a year (in Metric Tones)	Total Waste recovered in a year (in Metric Tones)	Total Waste recovered in a year (in Metric Tones)	Total Wasterecovered in a year (in Metric Tones) (Target / Actual)	
	1.13	1.05	0.83	0.67	1.30/	
	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual)	
	2	3	3	3	4/	

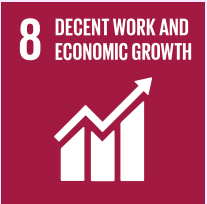


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ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Environmental services and advocacy	% of Products Collected and Recycled	% of Products Collected and Recycled	% of Products Collected and Recycled	% of Products Collected and Recycled	% of Products Collected and Recycled (Target / Actual)	
	8%	15%	25%	34%	40%	
Sustainable Sourcing	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target / Actual)	
	55	72	90	120	160/	
	% of suppliers audited for sustainability compliance.	% of suppliers audited for sustainability compliance.	% of suppliers audited for sustainability compliance.	% of suppliers audited for sustainability compliance. (Target / Actual)	% of suppliers audited for sustainability compliance. (Target / Actual)	
	10%	18%	25%	50%	100% /	
	Share of packaging and warehouse supplies procured from recycled sources.	Share of packaging and warehouse supplies procured from recycled sources.	Share of packaging and warehouse supplies procured from recycled sources.	Share of packaging and warehouse supplies procured from recycled sources.	Share of packaging and warehouse supplies procured from recycled sources. (Target / Actual)	
	20%	30%	45 %	65 %	80% /	

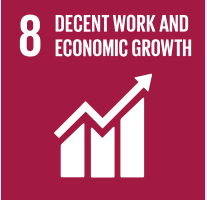


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Employment	Child Labour (%) NIL	Child Labour (%) NIL	Child Labour (%) NIL	Child Labour (%) NIL	Child Labour (%) (Target / Actual) NIL /	
	Force Labour (%) NIL	Force Labour (%) NIL	Force Labour (%) NIL	Force Labour (%) NIL	Force Labour (%) (Target / Actual) NIL/	
	Human Trafficking (%) NIL	Human Trafficking (%) NIL	Human Trafficking (%) NIL	Human Trafficking (%) NIL	Human Trafficking (%) (Target / Actual) NIL	
	# of child or forced labor audits conducted 2	# of child or forced labor audits conducted 3	# of child or forced labor audits conducted 3	# of child or forced labor audits conducted 3	# of child or forced labor audits conducted (Target / Actual) 5	
	Attrition Ratio (%) 15%	Attrition Ratio (%) 9.31%	Attrition Ratio (%) 7.87%	Attrition Ratio (%) 6.87%	Attrition Ratio (%) (Target / Actual) 5%	

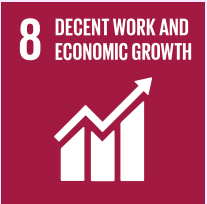


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Employment	Total Training Hours of employees 300	Total Training Hours of employees 345	Total Training Hours of employees 350	Total Training Hours of employees 355	Total Training Hours of employees (Target / Actual) 370	
	Avg. Training Hours per employee 20	Avg. Training Hours per employee 26	Avg. Training Hours per employee 30	Avg. Training Hours per employee 36	Avg. Training Hours per employee (Target / Actual) 40/	
	Average Salary above Minimum Wages (Rs.) 11500	Average Salary above Minimum Wages (Rs.) 14000	Average Salary above Minimum Wages (Rs.) 15600	Average Salary above Minimum Wages (Rs.) 17500	Average Salary above Minimum Wages (Rs.) (Target / Actual) 22000/	
	Employees Above Minimum wage rules 100%	Employees Above Minimum wage rules 100%	Employees Above Minimum wage rules 100%	Employees Above Living wage rules 100%	Employees Above Minimum wage rules (Target / Actual) 100%/	

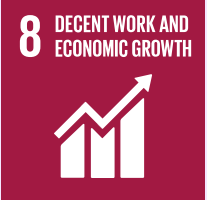


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Employment	Subcontractor's Workers Covered under Minimum Wage rules 100%	Subcontractor's Workers Covered under Minimum Wage rules 100%	Subcontractor's Workers Covered under Minimum Wage rules 100%	Subcontractor's Workers Covered under Minimum Wage rules 100%	Subcontractor's Workers Covered under Minimum Wage rules (Target / Actual) 100%/	
	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	Hiring of Local People (%) (Target / Actual) 100%/	
	Hiring of People with Disability 0	Hiring of People with Disability 0	Hiring of People with Disability (%) 1	Hiring of People with Disability (%) 1	Hiring of People with Disability (%) (Target / Actual) 2/	
	Hiring of Vulnerable / Marginalized People at Top Management level 0	Hiring of Vulnerable / Marginalized People at Top Management level 0	Hiring of Vulnerable / Marginalized People at Top Management level 0	Hiring of Vulnerable / Marginalized People at Top Management level 1	Hiring of Vulnerable / Marginalized People at Top Management level (Target / Actual) 1	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Employment	Hiring of Vulnerable / Marginalized People in company 0	Hiring of Vulnerable / Marginalized People in company 0	Hiring of Vulnerable / Marginalized People in company 1	Hiring of Vulnerable / Marginalized People in company 5	Hiring of Vulnerable / Marginalized People in company (Target / Actual) 7	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce (Target / Actual) 0.00	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target / Actual) 0.00	
	Lost time Severity (LTS) frequency rate for Employees 0.00	Lost time Severity (LTS) frequency rate for Employees 0.00	Lost time Severity (LTS) frequency rate for Employees 0.00	Lost time Severity (LTS) frequency rate for Employees 0.00	Lost time Severity (LTS) frequency rate for Employees (Target / Actual) 0.00	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time Severity (LTS) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTS) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTS) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTS) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Target / Actual) 0.00	
	# of Work-related Accidents 0	# of Work-related Accidents 0	# of Work-related Accidents 0	# of Work-related Accidents 0	# of Work-related Accidents (Target / Actual) 0/	
	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents (Target / Actual) 0/	
	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0/	

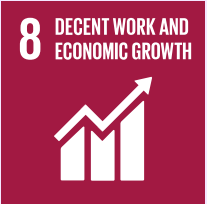


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Incidents / Accidents	People Trained on Health & Safety issues (in Manhours) 45	People Trained on Health & Safety issues (in Manhours) 75	People Trained on Health & Safety issues (in Manhours) 100	People Trained on Health & Safety issues (in Manhours) 125	People Trained on Health & Safety issues (in Manhours) (Target / Actual) 200	
External Stakeholder Human Rights	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. (Target / Actual) 0	
	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). 40%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). 45%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). 50%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). 90%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). (Target / Actual) 100%	

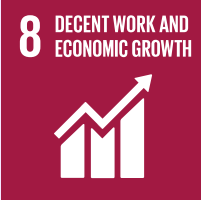


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
External Stakeholder Human Rights	Number of human rights impact assessments performed 0	Number of human rights impact assessments performed 1	Number of human rights impact assessments performed 1	Number of human rights impact assessments performed 1	Number of human rights impact assessments performed (Target / Actual) 3/	
	% of suppliers audited for human rights compliance. 100%	% of suppliers audited for human rights compliance. 100%	% of suppliers audited for human rights compliance. 100%	% of suppliers audited for human rights compliance. 100%	% of suppliers audited for human rights compliance. (Target / Actual) 100% /	
	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. (Target / Actual) 0/	
	Number of community consultations held on human rights issues. 0	Number of community consultations held on human rights issues. 0	Number of community consultations held on human rights issues. 2	Number of community consultations held on human rights issues. 3	Number of community consultations held on human rights issues. (Target / Actual) 4/	

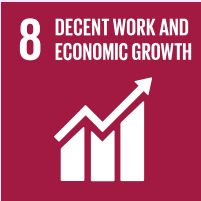


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	% of direct employees covered by a Living wage benchmarking analysis 100%	% of direct employees covered by a Living wage benchmarking analysis 100%	% of direct employees covered by a Living wage benchmarking analysis 100%	% of direct employees covered by a Living wage benchmarking analysis 100%	% of direct employees covered by a Living wage benchmarking analysis (Target / Actual) 100%/	 
	% of direct employees paid below living wage 0%	% of direct employees paid below living wage 0%	% of direct employees paid below living wage 0%	% of direct employees paid below living wage 0%	% of direct employees paid below living wage (Target / Actual) 0%/	
	% of all employees paid below living wage, including direct employees and non-employee workers 0%	% of all employees paid below living wage, including direct employees and non-employee workers 0%	% of all employees paid below living wage, including direct employees and non-employee workers 0%	% of all employees paid below living wage, including direct employees and non-employee workers 0%	% of all employees paid below living wage, including direct employees and non-employee workers (Target / Actual) 0%/	

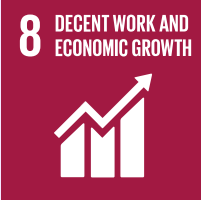


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0%/	 
	Average unadjusted gender pay gap 0%	Average unadjusted gender pay gap 0%	Average unadjusted gender pay gap 0%	Average unadjusted gender pay gap 0%	Average unadjusted gender pay gap (Target / Actual) 0%/	
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees 55	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees 30	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees 20	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees 20	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target / Actual) 20/	

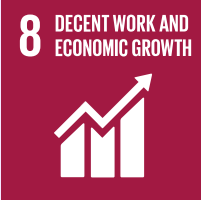


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target / Actual)	 
	100%	100%	100%	100%	100%	
	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL/	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL/	
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL	

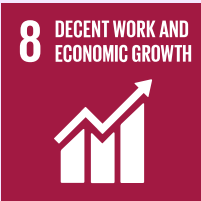


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL/	 
	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL/	
	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL/	
	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual) NIL/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual) NIL	 
	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers (Target / Actual) NIL/	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target / Actual) NIL/	
	% of People Trained on Human Rights issues 60%	% of People Trained on Human Rights issues 70%	% of People Trained on Human Rights issues 75%	% of People Trained on Human Rights issues 85%	% of People Trained on Human Rights issues (Target / Actual) 95% /	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Human Rights	% of sites evaluated for human rights risks and impacts 100%	% of sites evaluated for human rights risks and impacts 100%	% of sites evaluated for human rights risks and impacts 100%	% of sites evaluated for human rights risks and impacts 100%	% of sites evaluated for human rights risks and impacts (Target / Actual) 100% /	
Career Management & Training	People Trained on overall Career Management and Skill Development (Man hours) 50	People Trained on overall Career Management and Skill Development (Man hours) 90	People Trained on overall Career Management and Skill Development (Man hours) 120	People Trained on overall Career Management and Skill Development (Man hours) 150	People Trained on overall Career Management and Skill Development (Man hours) (Target / Actual) 200/	
	Number of skills trainings provided 2	Number of skills trainings provided 2	Number of skills trainings provided 4	Number of skills trainings provided 5	Number of skills trainings provided (Target / Actual) 2/	
	Awareness Session conducted on Career Management 4	Awareness Session conducted on Career Management 5	Awareness Session conducted on Career Management 6	Awareness Session conducted on Career Management 6	Awareness Session conducted on Career Management (Target / Actual) 10/	



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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Career Management & Training	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. (Target / Actual) 100%/	
	# of Internal Mobility Cases 2	# of Internal Mobility Cases 3	# of Internal Mobility Cases 6	# of Internal Mobility Cases 7	# of Internal Mobility Cases (Target / Actual) 5/	
Diversity, Equity and Inclusion	Gender balance at Organization Board (Women to Men %) 100%	Gender balance at Organization Board (Women to Men %) 100%	Gender balance at Organization Board (Women to Men %) 100%	Gender balance at Organization Board (Women to Men %) 100%	Gender balance at Organization Board (Women to Men %) (Target / Actual) 100%/	
	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 3%	Percentage of employees from a minority and/or vulnerable group in the whole organization 5%	Percentage of employees from a minority and/or vulnerable group in the whole organization (Target / Actual) 7%	



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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Diversity, Equity and Inclusion	Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 1%	Percentage of employees from a minority and/or vulnerable group at top management level 1%	Percentage of employees from a minority and/or vulnerable group at top management level (Target / Actual) 2%	
	People Trained on Gender Equality (Man hours) 50	People Trained on Gender Equality (Man hours) 95	People Trained on Gender Equality (Man hours) 150	People Trained on Gender Equality (Man hours) 175	People Trained on Gender Equality (Man hours) (Target / Actual) 250	
	% of women within the organization's board 1%	% of women within the organization's board 1%	% of women within the organization's board 3%	% of women within the organization's board 5%	% of women within the organization's board (Target / Actual) 10%	
	% of women at top management level 0%	% of women at top management level 1%	% of women at top management level 1%	% of women at top management level 1%	% of women at top management level (Target / Actual) 3%	

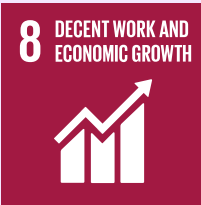


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Diversity, Equity and Inclusion	% of women employed in whole organization 15%	% of women employed in whole organization 20%	% of women employed in whole organization 24%	% of women employed in whole organization 230%	% of women employed in whole organization (Target / Actual) 40%/	
	% of the total workforce trained on diversity, equity and inclusion 100%	% of the total workforce trained on diversity, equity and inclusion 100%	% of the total workforce trained on diversity, equity and inclusion 100%	% of the total workforce trained on diversity, equity and inclusion 100%	% of the total workforce trained on diversity, equity and inclusion (Target / Actual) 100%/	
Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target / Actual) 100%/	
	# of Employee Resource Groups Conducted 0	# of Employee Resource Groups Conducted 0	# of Employee Resource Groups Conducted 1	# of Employee Resource Groups Conducted 3	# of Employee Resource Groups Conducted (Target / Actual) 5/	

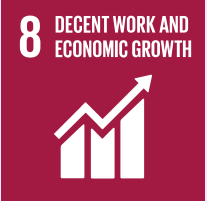


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Discrimination and Harassment	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents (Target / Actual) 100%/	
	Number of identified discrimination or harassment incidents or corrective actions NIL	Number of identified discrimination or harassment incidents or corrective actions NIL	Number of identified discrimination or harassment incidents or corrective actions NIL	Number of identified discrimination or harassment incidents or corrective actions NIL	Number of identified discrimination or harassment incidents or corrective actions (Target / Actual) NIL/	
Working Conditions	# of Hours Worked (Man hours) 1806	# of Hours Worked (Man hours) (Actual) 1900	# of Hours Worked (Man hours) (Actual) 2149	# of Hours Worked (Man hours) (Actual) 2268	# of Hours Worked (Man hours) (Target / Actual) 2600/	
	% of your warehouses and offices that were assessed 100%	% of your warehouses and offices that were assessed 100%	% of your warehouses and offices that were assessed 100%	% of your warehouses and offices that were assessed 100%	% of your warehouses and offices that were assessed (Target / Actual) 100%/	

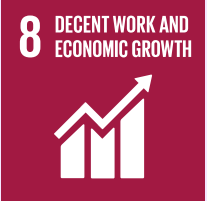
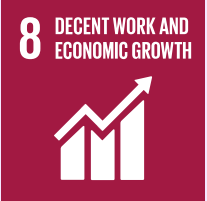


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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Working Conditions	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification (Target / Actual) NIL/	
	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles (Target / Actual) NIL/	
	% of employees satisfied with working condition 100%	% of employees satisfied with working condition 100%	% of employees satisfied with working condition 100%	% of employees satisfied with working condition 100%	% of employees satisfied with working condition (Target / Actual) 100%	
	% of employees covered by health insurance 100%	% of employees covered by health insurance 100%	% of employees covered by health insurance 100%	% of employees covered by health insurance 100%	% of employees covered by health insurance (Target / Actual) 100%	

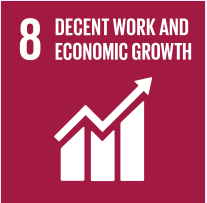


KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Social Audits	% of operational sites undergone the Labour and Human Rights Assessments 100%	% of operational sites undergone the Labour and Human Rights Assessments 100%	% of operational sites undergone the Labour and Human Rights Assessments 100%	% of operational sites undergone the Labour and Human Rights Assessments 100%	% of operational sites undergone the Labour and Human Rights Assessments (Target / Actual) 100%/	
Social Dialogue	% of the total Employees represented in formal joint management-worker health & safety committees 3%	% of the total Employees represented in formal joint management-worker health & safety committees 5%	% of the total Employees represented in formal joint management-worker health & safety committees 5%	% of the total Employees represented in formal joint management-worker health & safety committees 10%	% of the total Employees represented in formal joint management-worker health & safety committees (Target / Actual) 12% /	
	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) 100%/	



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SOCIAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Corporate Social Responsibility	Amount Spent on CSR (Lac) 2,80,00,000	Amount Spent on CSR (Lac) 3,10,00,000	Amount Spent on CSR (Lac) 3,45,00,000	Amount Spent on CSR (Lac) 3,70,00,000	Amount Spent on CSR (Lac) (Target / Actual) 6,20,00,000	
	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 12.5%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 12.5%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 12.5%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 12.5%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) (Target / Actual) 50%	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery (Target / Actual) NIL/	
	Number of confirmed corruption incidents NIL	Number of confirmed corruption incidents NIL	Number of confirmed corruption incidents NIL	Number of confirmed corruption incidents NIL	Number of confirmed corruption incidents (Target / Actual) NIL/	
	People Trained on Anti-Corruption & Bribery (in Man hours) 95	People Trained on Anti-Corruption & Bribery (in Man hours) 120	People Trained on Anti-Corruption & Bribery (in Man hours) 220	People Trained on Anti-Corruption & Bribery (in Man hours) 220	People Trained on Anti-Corruption & Bribery (in Man hours) (Target / Actual) 300/	
	% of trading partners covered by a due diligence process on corruption 100%	% of trading partners covered by a due diligence process on corruption 100%	% of trading partners covered by a due diligence process on corruption 100%	% of trading partners covered by a due diligence process on corruption 100%	% of trading partners covered by a due diligence process on corruption (Target / Actual) 100%/	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Information Management	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: (Target / Actual) NIL/	
	Data Retention Compliance 100%	Data Retention Compliance 100%	Data Retention Compliance 100%	Data Retention Compliance 100%	Data Retention Compliance (Target / Actual) 100%/	
	# of Complaints reported on Information Security Breach NIL	# of Complaints reported on Information Security Breach NIL	# of Complaints reported on Information Security Breach NIL	# of Complaints reported on Information Security Breach NIL	# of Complaints reported on Information Security Breach (Target / Actual) NIL/	
	# of confirmed Information Security incidents NIL	# of confirmed Information Security Incidents NIL	# of confirmed Information Security Incidents NIL	# of confirmed Information Security Incidents NIL	# of confirmed Information Security Incidents (Target / Actual) NIL/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Information Management	% of trading partners covered by a due diligence process on Information security 100%	% of trading partners covered by a due diligence process on Information security 100%	% of trading partners covered by a due diligence process on Information security 100%	% of trading partners covered by a due diligence process on Information security 100%	% of trading partners covered by a due diligence process on Information security (Target / Actual) 100%	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: (Target / Actual) NIL	
	Percentage of sites certified with information security management system (ISO 27001) 0%	Percentage of sites certified with information security management system (ISO 27001) 0%	Percentage of sites certified with information security management system (ISO 27001) 0%	Percentage of sites certified with information security management system (ISO 27001) 0%	Percentage of sites certified with information security management system (ISO 27001) (Target / Actual) 0%	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Value Chain	Suppliers evaluated for CSR Performance (in %) 100%	Suppliers evaluated for CSR Performance (in %) 100%	Suppliers evaluated for CSR Performance (in %) 100%	Suppliers evaluated for CSR Performance (in %) 100%	Suppliers evaluated for CSR Performance (in %) (Target / Actual) 100%/	 
	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) (Target / Actual) 100%/	
	Percentage of targeted suppliers covered by a CSR assessment 100%	Percentage of targeted suppliers covered by a CSR assessment 100%	Percentage of targeted suppliers covered by a CSR assessment 100%	Percentage of targeted suppliers covered by a CSR assessment 100%	Percentage of targeted suppliers covered by a CSR assessment (Target / Actual) 100%	
	% of targeted suppliers that have gone through a sustainability assessment 85%	% of targeted suppliers that have gone through a sustainability assessment 95%	% of targeted suppliers that have gone through a sustainability assessment 100%	% of targeted suppliers that have gone through a sustainability assessment 100%	% of targeted suppliers that have gone through a sustainability assessment (Target / Actual) 100% /	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Value Chain	% of targeted suppliers that have gone through a sustainability on-site audit 70%	% of targeted suppliers that have gone through a sustainability on-site audit 95%	% of targeted suppliers that have gone through a sustainability on-site audit 100%	% of targeted suppliers that have gone through a sustainability on-site audit 100%	% of targeted suppliers that have gone through a sustainability on-site audit (Target / Actual) 100% /	 
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier (Target / Actual) 0/	
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier (Target / Actual) 0/	
	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) (Target / Actual) 100%/	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Value Chain	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual) 100%	 
	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 100%	Integration of sustainability clauses in supplier contracts 100%	Integration of sustainability clauses in supplier contracts (Target / Actual) 100%	
	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100 %	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100 %	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100 %	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100 %	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Target / Actual) 100 %	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Value Chain	% of all buyers who received training on sustainable procurement 68%	% of all buyers who received training on sustainable procurement 75%	% of all buyers who received training on sustainable procurement 90%	% of all buyers who received training on sustainable procurement 100%	% of all buyers who received training on sustainable procurement (Target / Actual) 100%	 
	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 100%	
	% of recycled wood and wood-based products or materials 30%	% of recycled wood and wood-based products or materials 80%	% of recycled wood and wood-based products or materials 80%	% of recycled wood and wood-based products or materials 80%	% of recycled wood and wood-based products or materials (Target) (Target / Actual) 80%	
	% of certified wood and wood-based products or materials 100%	% of certified wood and wood-based products or materials 100%	% of certified wood and wood-based products or materials 100%	% of certified wood and wood-based products or materials 100%	% of certified wood and wood-based products or materials (Target / Actual) 100%	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Anti-Competitive Practice	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising (Target / Actual) NIL/	
	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit (Target / Actual) 100 %	
Ethics	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) (Target / Actual) 100%	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) (Target / Actual) 100%	



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GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Ethics	Number of whistle blower reports received NIL	Number of whistle blower reports received NIL	Number of whistle blower reports received NIL	Number of whistle blower reports received NIL	Number of whistle blower reports received (Target / Actual) NIL	
	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100 %	% of risky trading partners covered by a due diligence process on corruption or information security (Target / Actual) 100 %	
	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics (Target / Actual) 100 %	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues (Target / Actual) 100%	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Customer Health and Safety	# of Product safety Related Incident 0	# of Product safety Related Incident 0	# of Product safety Related Incident 0	# of Product safety Related Incident 0	# of Product safety Related Incident (Target / Actual) 0/	
	# of Product recalls 0	# of Product recalls 0	# of Product recalls 0	# of Product recalls 0	# of Product recalls (Target / Actual) 0/	
	# Complaints related to use of products/ service 0	# Complaints related to use of products / service 0	# Complaints related to use of products / service 0	# Complaints related to use of products / service 0	# Complaints related to use of products / service (Target / Actual) 0/	
	Number of product safety- related customer feedbacks collected. 0	Number of product safety- related customer feedbacks collected. 20	Number of product safety- related customer feedbacks collected. 50	Number of product safety- related customer feedbacks collected. 60	Number of product safety- related customer feedbacks collected. (Target / Actual) 100 /	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Customer Health and Safety	Safety training sessions of Customers 0	Safety training sessions of Customers 0	Safety training sessions of Customers 2	Safety training sessions of Customers 3	Safety training sessions of Customers (Target / Actual) 5/	
Customer Participation	Customer Participation Rate in Sustainability Session / Meeting 45%	Customer Participation Rate in Sustainability Session / Meeting 50%	Customer Participation Rate in Sustainability Session / Meeting 80%	Customer Participation Rate in Sustainability Session / Meeting 80%	Customer Participation Rate in Sustainability Session / Meeting (Target / Actual) 100%/	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 45%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 80%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 80%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target / Actual) 100%/	



KPI DASHBOARD – ENVIRONMENTAL | SOCIAL | GOVERNANCE | PROCUREMENT

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 (Jan- Sep) Reporting	2030 Target	UN - SDGs
Social Dialogue	% of employees represented by formally elected representatives or covered under collective agreements 100%	% of employees represented by formally elected representatives or covered under collective agreements 100%	% of employees represented by formally elected representatives or covered under collective agreements 100%	% of employees represented by formally elected representatives or covered under collective agreements 100%	% of employees represented by formally elected representatives or covered under collective agreements (Target / Actual) 100%	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual) 0	



GRI INDEX

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2-3	Reporting period	05,06
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2-12	Role of the highest governance body in overseeing the management of impacts	20,21,24,45,75

GRI Standard	Disclosure	Pg No.
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GRI INDEX

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GRI Standard	Disclosure	Pg No.
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202-2	Proportion of Senior Management Hired From The Local Community	-
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GRI INDEX

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GRI INDEX

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