


YASH SPECIALITY CHEMICALS LLP

**ESG KPI
ROADMAP
UPTO
FY 2029-30**



 D3/135, GIDC Dahej, Phase III, Village Vav, Tal. Vagra, Dist. Bharuch - 392130, Gujarat, India.

YASH SPECIALITY CHEMICALS LLP acknowledges its responsibility in driving sustainable development, viewing it not only as a duty but also as an opportunity to create meaningful impact. Our commitment extends beyond regulatory compliance and standard information disclosure, as we actively integrate sustainable practices into our operations. Through these efforts, we strive to generate value for our employees, customers, suppliers, investors, partners, and shareholders while making a positive contribution to society.

In FY 2024-25, a materiality analysis was conducted in accordance with the **Global Reporting Initiative (GRI) 2021** standards to identify key sustainability priorities. Based on these insights, the company has established ESG KPIs extending through FY 2029-30, outlining clear objectives to support our sustainability vision. These targets are strategically aligned with the UN Sustainable Development Goals (SDGs).

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Product Use & End-of-Life
- Waste
- Certifications

Social (S)

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

Governance (G)

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

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

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



Environmental KPIs based on GRI

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, and Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-3, 302-4, 302-5	Captures total energy consumed, energy intensity, reductions achieved, and renewable energy usage.
GRI 303: Water	303-1, 303-2, 303-3, 303-5	Tracks water withdrawal, water usage by employee, water treated/recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-1, 306-2, 306-3, 306-4	Tracks hazardous and non-hazardous waste generation, waste diverted from disposal, and waste recovery.

GRI 304: Biodiversity	304-1, 304-2, 304-3, 304-4	Monitors land dedicated to biodiversity, biodiversity conservation training, native species support, and complaints.
GRI 307: Environmental Compliance	307-1	Tracks environmental incidents, compliance violations, and corrective actions.
GRI 301: Materials	301-1, 301-2, 301-3	Tracks use of recycled/sustainable materials, and packaging use.

Social KPIs based on GRI

GRI Standard	Indicator	Description
GRI 401: Employment	401-1, 401-2, 401-3	Tracks hiring, attrition, benefits provided to full-time employees, and parental leave practices.
GRI 403: Health & Safety	403-1, 403-2, 403-3, 403-4, 403-5	Tracks lost time injury rates, fatal incidents, health and safety training, risk assessments, and management systems.
GRI 404: Training	404-1, 404-2, 404-3	Measures training hours for employees, career development opportunities, and performance reviews.
GRI 405: Diversity	405-1, 405-2	Tracks gender balance, minority representation, and wage equality across organizational levels.
GRI 406: Non-Discrimination	406-1	Tracks incidents of discrimination reported internally and externally, including resolution efforts.
GRI 412: Human Rights	412-1, 412-2	Measures human rights due diligence, training hours, and external compliance with human rights policies.
GRI 413: Local Communities	413-1, 413-2	Tracks community engagement initiatives and their impact assessment.
GRI 416: Customer Health and Safety	416-1, 416-2	Monitors product safety, customer safety-related incidents, and recalls.
GRI 418: Data Privacy	418-1	Tracks complaints and confirmed breaches of customer data and privacy.

Governance KPIs based on GRI

GRI Standard	Indicator	Description
GRI 419: Anti-Corruption	419-1	Tracks corruption complaints, confirmed incidents, and training hours on anti-corruption measures.
GRI 417: Marketing and Labeling	417-1, 417-2, 417-3	Monitors customer participation in recycling programs, sustainability awareness, and product labeling compliance.
GRI 308: Supplier Assessment	308-1, 308-2	Tracks suppliers' compliance with environmental and social requirements and sustainability clauses in contracts.
GRI 102: Ethics	102-16, 102-17	Tracks business ethics training, whistleblower reports, and compliance with ethical practices.
GRI 205: Anti-Competitive Behavior	205-1, 205-2	Tracks incidents of anti-competitive practices and legal actions.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks supplier human rights and labor practices assessments, including corrective actions.
GRI 402: Labor-Management Relations	402-1	Tracks compliance with collective bargaining agreements and joint labor committees.
GRI 418: Data Privacy	418-1	Tracks reported incidents and breaches of customer and business data privacy.
GRI 201: Economic Performance	201-2	Tracks financial risks and opportunities due to climate change, including long-term ESG investments.

2) Green House Gas Protocol

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



RESPONSIBILITIES

The EHS head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW


The Key Performance Indicators (KPIs) detailed in this document will be subject to regular evaluations to maintain alignment with our strategic objectives and operational effectiveness. These assessments will take place on a monthly and quarterly basis, allowing for timely modifications and reinforcing our dedication to achieving the established goals.

Overall progress toward the KPIs will be carefully monitored, with status updates provided accordingly. This structured evaluation process ensures a clear overview of our advancements while identifying areas that require attention or refinement.

Our review cycle aligns with the target completion deadline of March 31, 2030, for the FY 2029-30. These deadlines serve as key milestones for assessing our yearly performance and strategic progress. This structured approach allows for a thorough evaluation of our achievements against predefined objectives, ensuring sustained growth and success.

LOCATIONS COVERED

Sr. No.	Site	Address
1.	Yash Speciality Chemicals LLP	D3/135, GIDC Dahej, Phase III, Village Vav, Tal. Vagra, Dist. Bharuch – 392130, Gujarat, India.


ENVIRONMENTAL						
ESG Area	FY 2022-23 Reporting Year	FY 2023-24 Reporting Year	FY 2024-25 Baseline	FY 2025-26 (April-Dec) Performance Year	FY 2029-30 Target Year	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Gross Scope 1 GHG emission (tCO ₂ eq) (Actual) 1069.67	Gross Scope 1 GHG emission (tCO ₂ eq) (Actual) 1587.45	Gross Scope 1 GHG emission (tCO ₂ eq) (Actual) 2391.59	Gross Scope 1 GHG emission (tCO ₂ eq) 5% Reduction (Target / Actual) 2272.01/1257.61	Gross Scope 1 GHG emission (tCO ₂ eq) 7% Reduction (Target) 2224.18	
	Gross Scope 2 GHG emission (tCO ₂ eq) (Actual) 1126.07	Gross Scope 2 GHG emission (tCO ₂ eq) (Actual) 1499.12	Gross Scope 2 GHG emission (tCO ₂ eq) (Actual) 2088.04	Gross Scope 2 GHG emission (tCO ₂ eq) 5% Reduction (Target / Actual) 1983.64/2238.05	Gross Scope 2 GHG emission (tCO ₂ eq) 8% Reduction (Target) 1920.99	
	Gross Scope 3 GHG emission (tCO ₂ eq) (Actual) 1413.72	Gross Scope 3 GHG emission (tCO ₂ eq) (Actual) 10853.67	Gross Scope 3 GHG emission (tCO ₂ eq) (Actual) 19342.95	Gross Scope 3 GHG emission (tCO ₂ eq) 5% Reduction (Target / Actual) 18375.80/16560.14	Gross Scope 3 GHG emission (tCO ₂ eq) 7% Reduction (Target) 17988.94	

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30


Gross Scope 3 Downstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Downstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Downstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Downstream GHG Emission (tCO2eq) (Target / Actual)	Gross Scope 3 Downstream GHG Emission (tCO2eq) (Target)
205.87	2895.82	4533.21	4442.55/317 9.16	4306.55
Gross Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Gross Scope 3 Upstream GHG Emission (tCO2eq) (Target / Actual)	Gross Scope 3 Upstream GHG Emission (tCO2eq) (Target)
977.02	7649.39	14229.15	13,944.57/12 523.58	13517.69
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) 2% Reduction (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) 5% Reduction (Target)
35.00	30.99	38.69	37.91/37.89	36.75
Cover of relevant People Trained on GHG Emissions (%) (Actual)	Cover of relevant People Trained on GHG Emissions (%) (Actual)	Cover of relevant People Trained on GHG Emissions (%) (Actual)	Cover of relevant People Trained on GHG Emissions (%) (Target/Actual)	Cover of relevant People Trained on GHG Emissions (%) (Target)
0%	25%	50%	60%/ 70%	100%



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	% of suppliers engaged in GHG reduction initiatives /Programs (Actual) 0%	% of suppliers engaged in GHG reduction initiatives/Programs (Actual) 0%	% of suppliers engaged in GHG reduction initiatives/Programs (Actual) 40%	% of suppliers engaged in GHG reduction initiatives/Programs (Target / Actual) 40%/ 47%	% of suppliers engaged in GHG reduction initiatives/Programs (Target) 90%	
	% of partnered suppliers implementing GHG reduction measures (Actual) 0%	% of partnered suppliers implementing GHG reduction measures (Actual) 0%	% of partnered suppliers implementing GHG reduction measures (Actual) 10%	% of partnered suppliers implementing GHG reduction measures (Target/Actual) 30% /42%	% of partnered suppliers implementing GHG reduction measures (Target) 50%	
	Total gross annual revenue (in Cr) (Actual) 75.91	Total gross annual revenue (in Cr) (Actual) 99.58	Total gross annual revenue (in Cr) (Actual) 115.79	Total gross annual revenue (in Cr) (Target/Actual) 92.25	Total gross annual revenue (in Cr) (Target) 100	
Environmental Complaints	# of Complaints (Actual) 0	# of Complaints (Actual) 0	# of Complaints (Actual) 0	# of Complaints (Target/Actual) 0 / 0	# of Complaints (Target) 0	
Energy	Total Energy consumed (in GJ) (Actual) 23516.10	Total Energy consumed (in GJ) (Actual) 34576.55	Total Energy consumed (in GJ) (Actual) 35804.59	Total Energy consumed (in GJ) (Target / Actual) 35,446.54/ 24,881.83	Total Energy consumed (in GJ) 15% Reduction (Target) 30,433.90	

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	Energy Intensity (GJ /Revenue (in Cr.)) (Actual) 309.79	Energy Intensity (GJ /Revenue (in Cr.)) (Actual) 347.22	Energy Intensity (GJ /Revenue (in Cr.)) (Actual) 309.22	Energy Intensity (GJ /Revenue (in Cr.))(Target / Actual) 306.13/ 269.72	Energy Intensity (GJ /Revenue (in Cr.)) (Target) 303.04	
	Renewable Energy against Total Energy (%) (Actual) 0%	Renewable Energy against Total Energy (%) (Actual) 0%	Renewable Energy against Total Energy (%) (Actual) 0%	Renewable Energy against Total Energy (%) (Target / Actual) 0%/0%	Renewable Energy against Total Energy (%) (Target) 30%	
	Total Renewable Energy Consumption (KWH) (Actual) 0	Total Renewable Energy Consumption (KWH) (Actual) 0	Total Renewable Energy Consumption (KWH) (Actual) 0	Total Renewable Energy Consumption (KWH) (Target / Actual) 0/ 0	Total Renewable Energy Consumption (KWH) (Target) 5,35,184	
	% of Relevant persons Trained on Energy Efficiency (Actual) 0%	% of Relevant persons Trained on Energy Efficiency (Actual) 0%	% of Relevant persons Trained on Energy Efficiency (Actual) 60%	% of Relevant persons Trained on Energy Efficiency (Target / Actual) 100%/ 100%	% of Relevant persons Trained on Energy Efficiency (Target) 100%	
	Total Water consumption (in Kilo Litres / Year) (Actual) 16413	Total Water consumption (in Kilo Litres / Year) (Actual) 18522	Total Water consumption (in Kilo Litres / Year) (Actual) 23560	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 23088/ 15148	Total Water consumption (in Kilo Litres / Year) 30% Reduction (Target) 16492	

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Water	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual)	Total Water Recycled and Reused (in Kilo Litres / Year) (Target)
	2648	3913.972	9293.662	9500/ 7632.697	9700
	Total Rainwater Harvested (in Kilo Litres / Year) (Actual)	Total Rainwater Harvested (in Kilo Litres / Year) (Actual)	Total Rainwater Harvested (in Kilo Litres / Year) (Actual)	Total Rainwater Harvested (in Kilo Litres/ Year) (Target / Actual)	Total Rainwater Harvested (in Kilo Litres/ Year) (Target)
	0	0	0	0/0 (under construction)	100
	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target)
	0%	100%	100%	100%/ 100%	100%
Water Intensity (Water consumed / Revenue (in Cr.)) (Actual)	Water Intensity (Water consumed / Revenue (in Cr.)) (Actual)	Water Intensity (Water consumed / Revenue (in Cr.)) (Actual)	Water Intensity (Water consumed / Revenue (in Cr.)) (Target / Actual)	Water Intensity (Water consumed / Revenue (in Cr.)) (Target)	
216.22	186.00	203.47	200/164.21	137.43	
<i>Influent Wastewater Quality (Before Treatment).</i>					
Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	Pollutants present in wastewater Total Suspended Solids (milligram / Litre)

	78300	66300	50523	75033	--
Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre)		Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre)		Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre)	Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre)
	27,689	20,032	25,085	19,560	--
Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit/Result)		Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit/Result)		Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit/Result)	Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit)
	2500	2410	2053	1975	--
ZLD Performance Indicators					
Effluent Discharge / Off-site wastewater discharge (KL)		Effluent Discharge / Off-site wastewater discharge (KL)		Effluent Discharge / Off-site wastewater discharge (KL)	Effluent Discharge / Off-site wastewater discharge (KL)
	0	0	0	0	0
% relevant People Trained on Water Efficiency (Actual)		% relevant People Trained on Water Efficiency (Actual)		% relevant People Trained on Water Efficiency (Target / Actual)	% relevant People Trained on Water Efficiency (Target)
	0%	0%	0%	100%/ 100%	100%






Air Pollution

SOx (microgram/Nm3) (Limit / Result)	SOx (microgram/Nm3) (Limit / Result)	SOx (microgram/Nm3) (Limit / Result)	SOx (microgram/Nm3) (Limit / Result)	SOx (microgram/Nm3) (Limit)
350/ 17.17	350/ 13.83	350/ 15.08	350/ 13.44	350
NOx (microgram/Nm3) (Limit / Result)	NOx (microgram/Nm3) (Limit / Result)	NOx (microgram/Nm3) (Limit / Result)	NOx (microgram/Nm3) (Limit / Result)	NOx (microgram/Nm3) (Limit)
300/ 28	300/ 27.92	300/ 28.92	300/ 31.11	300
PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)
100 / 70.08	100 /72.83	100 /73.33	100 / 69	100
PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)
60 / 27	60 / 27.83	60 /26.92	60 / 26.44	60
Ammonia (mg/Nm3) (Limit / Result)	Ammonia (mg/Nm3) (Limit / Result)	Ammonia (mg/Nm3) (Limit / Result)	Ammonia (mg/Nm3) (Limit / Result)	Ammonia (mg/Nm3) (Limit)
400 / 29.67	400 / 27.25	400 / 34.75	400 / 36.67	400
Lead (mg/Nm3) (Limit / Result)	Lead (mg/Nm3) (Limit / Result)	Lead (mg/Nm3) (Limit / Result)	Lead (mg/Nm3) (Limit / Result)	Lead (mg/Nm3) (Limit)
1 / BDL	1 / BDL	1 / BDL	1 / BDL	1
Ozone (mg/Nm3) (Limit / Result)	Ozone (mg/Nm3) (Limit / Result)	Ozone (mg/Nm3) (Limit / Result)	Ozone (mg/Nm3) (Limit / Result)	Ozone (mg/Nm3) (Limit)
180 / 28.25	180 / 19.58	180 / 25.33	180 / 26.11	180



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	% of relevant employees who completed training on specific environmental issues (Actual) 100%	% of relevant employees who completed training on specific environmental Issues (Actual) 100%	% of relevant employees who completed training on specific environmental Issues (Actual) 100%	% of relevant employees who completed training on specific environmental Issues (Target/Actual) 100%/ 100%	% of relevant employees who completed training on specific environmental Issues (Target) 100%	
	% of operational sites evaluated for specific environmental risks (Actual) 100%	% of operational sites evaluated for specific environmental risks (Actual) 100%	% of operational sites evaluated for specific environmental risks (Actual) 100%	% of operational sites evaluated for specific environmental risks (Target/Actual) 100%/ 100%	% of operational sites evaluated for specific environmental risks (Target) 100%	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target / Actual) 0/0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target) 0	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Limit/Actual) 75/ 69.43	Day Time Noise Level dB (A) Leq Near Plant (Limit/Actual) 75/ 67.61	Day Time Noise Level dB (A) Leq Near Plant (Limit/Actual) 75/ 67.65	Day Time Noise Level dB (A) Leq Near Plant (Limit/Actual) 75/ 68.76	Day Time Noise Level dB (A) Leq Near Plant (Limit) 75	
	Night time Noise Level dB (A) Leq Near Plant (Limit/Actual) 70/ 63.38	Night time Noise Level dB (A) Leq Near Plant (Limit/Actual) 70/ 60.58	Night time Noise Level dB (A) Leq Near Plant (Limit/Actual) 70/ 61.9	Night time Noise Level dB (A) Leq Near Plant (Limit/Actual) 70/ 62.84	Night time Noise Level dB (A) Leq Near Plant (Limit/Actual) 70	

Odor	Odor Complaints per Year (Actual)	Odor Complaints per Year (Actual)	Odor Complaints per Year (Actual)	Odor Complaints per Year (Target / Actual)	Odor Complaints per Year (Target)	
	0	0	0	0/0	0	
	Average Odor Complaint Resolution Time (Days) (Actual)	Average Odor Complaint Resolution Time (Days) (Target / Actual)	Average Odor Complaint Resolution Time (Days) (Actual)	Average Odor Complaint Resolution Time (Days) (Target / Actual)	Average Odor Complaint Resolution Time (Days) (Target)	
	NA	NA	NA	NA/NA	NA	
Traffic & Road Congestion	Daily Vehicle Movement Count (Actual)	Daily Vehicle Movement Count (Target / Actual)	Daily Vehicle Movement Count (Actual)	Daily Vehicle Movement Count (Target / Actual)	Daily Vehicle Movement Count (Target)	
	9.93	10.46	14.49	14.50/14.45	14	
	Peak-Hour Delivery Reduction (%) (Actual)	Peak-Hour Delivery Reduction (%) (Actual)	Peak-Hour Delivery Reduction (%) (Actual)	Peak-Hour Delivery Reduction (%) (Target / Actual)	Peak-Hour Delivery Reduction (%) (Target)	
	45%	50%	65%	75%/ 80%	90%	
	Employee Sustainable Transportation Usage (%) (Actual)	Employee Sustainable Transportation Usage (%) (Actual)	Employee Sustainable Transportation Usage (%) (Actual)	Employee Sustainable Transportation Usage (%) (Target / Actual)	Employee Sustainable Transportation Usage (%) (Target)	
	NIL	NIL	NIL	1%/ 1%	5%	
	Traffic-Related Community Complaints (Per Year) (Actual)	Traffic-Related Community Complaints (Per Year) (Actual)	Traffic-Related Community Complaints (Per Year) (Actual)	Traffic-Related Community Complaints (Per Year) (Target / Actual)	Traffic-Related Community Complaints (Per Year) (Target)	

	0	0	0	0/ 0	0	
Biodiversity Conservation	Percentage of employees trained on biodiversity (Actual)	Percentage of employees trained on biodiversity (Actual)	Percentage of employees trained on biodiversity (Actual)	Percentage of employees trained on biodiversity (Target / Actual)	Percentage of employees trained on biodiversity (Target)	
	0%	0%	0%	3% / 5%	100%	
	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Target / Actual)	Complaints received on Biodiversity (Target)	
	0	0	0	0/ 0	0	
Biodiversity Conservation	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target)	
	0	0	0	0/ 0	3	
Biodiversity Conservation	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity (Actual)	% of total department covered in Internal risk assessment Biodiversity (Target / Actual)	% of total department covered in Internal risk assessment Biodiversity (Target)	
	0%	0%	0%	100%/ 100%	100%	
Raw Materials	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target / Actual)	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target)	
	10	35	65	200/ 170	190	




YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Actual)	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Target / Actual)	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Target)	
	3.42	4.99	6.99	6.92/ 9.37	6.85	
	Number of accidental pollution events due to company operations (Actual)	Number of accidental pollution events due to company operations (Actual)	Number of accidental pollution events due to company operations (Actual)	Number of accidental pollution events due to company operations (Target / Actual)	Number of accidental pollution events due to company operations (Target)	
	0	0	0	0/ 0	0	
Waste	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes)(Target)	
	0.50	2	3	3/ 3	3	
	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target)	
331.1	542.76	953.18	943.65/861.3	905.52		
	Total waste Generated (in Metric Tonnes) (Actual)	Total waste Generated (in Metric Tonnes) (Actual)	Total waste Generated (in Metric Tonnes) (Actual)	Total waste Generated (in Metric Tonnes) (Target / Actual)	Total waste Generated (in Metric Tonnes) (Target)	
346.13	552.86	961.28	951.66/	871.34	913.22	



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30


	Total weight of waste Reused (MT / Year) (Actual) 0	Total weight of waste Reused (MT / Year) (Actual) 0	Total weight of waste Reused (MT / Year) (Actual) 0	Total weight of waste Reused (MT / Year) (Target / Actual) 0/0.5	Total weight of waste Reused (MT / Year) (Target) 5	
	Total weight of waste Recovered (MT / Year) (Actual) 0	Total weight of waste Recovered (MT / Year) (Actual) 0	Total weight of waste Recovered (MT / Year) (Actual) 0	Total weight of waste Recovered (MT / Year) (Target/Actual) 0.10/0.15	Total weight of waste Recovered (MT / Year) (Target) 10	
	% of total waste from company operations diverted from landfills (Actual) 0%	% of total waste from company operations diverted from landfills (Actual) 0%	% of total waste from company operations diverted from landfills (Actual) 0%	% of total waste from company operations diverted from landfills (Target / Actual) 0% / 0.1%	% of total waste from company operations diverted from landfills 9.63% Rise (Target) 2%	
Product Use	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Actual) 0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Actual) 0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Actual) 0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Target / Actual) 0/0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Target) 0	
	Customer satisfaction score achieved during customer feedback. (Actual) 86%	Customer satisfaction score achieved during customer feedback. (Actual) 92%	Customer satisfaction score achieved during customer feedback. (Actual) 91%	Customer satisfaction score achieved during customer feedback. (Target / Actual) 95%/95%	Customer satisfaction score achieved during customer feedback. (Target) 100%	



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	Resource Savings from resource-efficient product designs. (%) (Actual)	Resource Savings from resource-efficient product designs. (%) (Actual)	Resource Savings from resource-efficient product designs. (%) (Actual)	Resource Savings from resource-efficient product designs. (%) (Target / Actual)	Resource Savings from resource-efficient product designs. (%) (Target)	
	0%	0%	0%	0%/0%	0.5%	
Product end-of-life	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target)	
	0	0	0	0/0	3	
	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Actual)	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Actual)	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Actual)	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Target / Actual)	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Target)	
	0	0	0	0/0	1/	
	% of sold products returned through official takeback or reverse logistics programs. (Actual)	% of sold products returned through official takeback or reverse logistics programs. (Actual)	% of sold products returned through official takeback or reverse logistics programs. (Actual)	% of sold products returned through official takeback or reverse logistics programs. (Target / Actual)	% of sold products returned through official takeback or reverse logistics programs. (Target)	
	0%	0%	0%	0%/0%	0%	



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	Proportion of recovered product/packaging materials successfully recycled or reused. (Actual) 0%	Proportion of recovered product/packaging materials successfully recycled or reused. (Actual) 0%	Proportion of recovered product/packaging materials successfully recycled or reused. (Actual) 0%	Proportion of recovered product/packaging materials successfully recycled or reused. (Target/ Actual) 0%/0%	Proportion of recovered product/packaging materials successfully recycled or reused. (Target) 2%	
	% of Product Lines with Clear End-of-Life Instructions (Actual) 100%	% of Product Lines with Clear End-of-Life Instructions (Target / Actual) 100%	% of Product Lines with Clear End-of-Life Instructions (Target / Actual) 100%	% of Product Lines with Clear End-of-Life Instructions (Target / Actual) 100%/100%	% of Product Lines with Clear End-of-Life Instructions (Target) 100%	
Sustainable Consumption	% of customers covered in awareness session on disposal of product after use (Actual) 0%	% of customers covered in awareness session on disposal of product after use (Actual) 50%	% of customers covered in awareness session on disposal of product after use (Actual) 55%	% of customers covered in awareness session on disposal of product after use (Target / Actual) 60%/75%	% of customers covered in awareness session on disposal of product after use (Target) 100%	
	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 0%	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 50%	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 50%	% of company's customer base has actively engaged in sustainable consumption practices (Target / Actual) 60%/ 70%	% of company's customer base has actively engaged in sustainable consumption practices (Target) 90%	

Environmental Services and Advocacy	Number of workshops/training sessions held to educate consumers on sustainability (Actual)	Number of workshops/training sessions held to educate consumers on sustainability (Actual)	Number of workshops/training sessions held to educate consumers on sustainability (Actual)	Number of workshops/training sessions held to educate consumers on sustainability (Target / Actual)	Number of workshops/training sessions held to educate consumers on sustainability (Target)	
	0	0	0	1/1	2	
	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Actual)	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Actual)	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Actual)	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target / Actual)	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target)	
	0	0	0	0 / 0	2	
	% of used products Recycled or Repurposed (Actual)	% of used products Recycled or Repurposed (Actual)	% of used products Recycled or Repurposed (Actual)	% of used products Recycled or Repurposed (Target / Actual)	% of used products Recycled or Repurposed (Target)	
	0%	0%	0%	0%/0.5%	1%	
Certification	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Actual)	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Actual)	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Actual)	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Target / Actual)	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Target)	
	100%	100%	100%	100% / 100%	100%	
	% of relevant Employees Trained Sustainable Sourcing of Raw material	% of relevant Employees Trained Sustainable Sourcing of Raw material	% of relevant Employees Trained Sustainable Sourcing of Raw material	% of relevant Employees Trained Sustainable Sourcing of Raw material	% of relevant Employees Trained Sustainable Sourcing of Raw material	

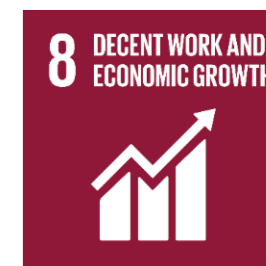
YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Sustainable Sourcing	(Actual)	(Actual)	(Actual)	(Target / Actual)	(Target)
	25%	50%	100%	100% / 100%	100%
	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Target /Actual)	% of Sustainable Sourcing of Raw material (Target)
	0%	0%	44%	50% / 59%	80%

SOCIAL						
ESG Area	FY 2022-23 Reporting Year	FY 2023-24 Reporting Year	FY 2024-25 Baseline	FY 2025-26 (April-Dec) Performance Year	FY 2029-30 Target Year	UN - SDGs
Employment	Child Labour (%) (Actual)	Child Labour (%) (Actual)	Child Labour (%) (Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
	Force Labour (%) (Actual)	Force Labour (%) (Actual)	Force Labour (%) (Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
	Human Trafficking (%) (Actual)	Human Trafficking (%) (Actual)	Human Trafficking (%) (Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target)	
NIL	NIL	NIL	NIL / NIL	NIL		
# of Child & forced labor Audits conducted (Actual)	# of Child & forced labor Audits conducted (Actual)	# of Child & forced labor Audits conducted (Actual)	# of Child & forced labor Audits conducted (Actual)	# of Child & forced labor Audits conducted (Target / Actual)	# of Child & forced labor Audits conducted (Target)	
0	0	0	0	1 / 1	2	
# of Child & forced labor incidents reported (Actual)	# of Child & forced labor incidents reported (Actual)	# of Child & forced labor incidents reported (Actual)	# of Child & forced labor incidents reported (Actual)	# of Child & forced labor incidents reported (Target / Actual)	# of Child & forced labor incidents reported (Target)	
0	0	0	0	0 / 0	0	

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target)	
32.87%	25.19%	12.00%	20% / 16.00%	20%	
Total Training Hours of employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target)	
1264	1920	2768	2770/ 2784	2900	
Avg. Training Hours per employee (Actual)	Avg. Training Hours per employee (Actual)	Avg. Training Hours per employee (Actual)	Avg. Training Hours per employee (Target / Actual)	Avg. Training Hours per employee (Target)	
10.53	16.00	23.07	23.10 / 23.20	25	
Average Salary above Minimum Wages (Rs.) (Actual)	Average Salary above Minimum Wages (Rs.) (Actual)	Average Salary above Minimum Wages (Rs.) (Actual)	Average Salary above Minimum Wages (Rs.) (Target / Actual)	Average Salary above Minimum Wages (Rs.) (Target)	
38,054.3	41,929	43,112.75	45,000 / 47,102.5	48,000	
Employees Above Minimum wage rules (Actual)	Employees Above Minimum wage rules (Actual)	Employees Above Minimum wage rules (Actual)	Employees Above Minimum wage rules (Target / Actual)	Employees Above Minimum wage rules (Target)	
100%	100%	100%	100% / 100%	100%	



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	Subcontractor's Workers Covered under Minimum Wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage rules (Target / Actual)	Subcontractor's Workers Covered under Minimum Wage rules (Target)	
	100%	100%	100%	100%/100%	100%	
	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Target / Actual)	Hiring of Local People (%) (Target)	
	96%	97%	97%	97% / 97%	97%	
	Hiring of People with Disability (Actual)	Hiring of People with Disability (Actual)	Hiring of People with Disability (%) (Actual)	Hiring of People with Disability (%) (Target / Actual)	Hiring of People with Disability (%) (Target)	
	0	0	0	0 / 0	2	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Target / Actual)	Lost time injury (LTI) frequency rate for direct workforce (Target)	
	0	0	0	0 / 0	0	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target / Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target)	
	0	0	0	0 / 0	0	
	Lost time Severity (LTS) frequency rate for Employees (Actual)	Lost time Severity (LTS) frequency rate for Employees (Actual)	Lost time Severity (LTS) frequency rate for Employees (Actual)	Lost time Severity (LTS) frequency rate for Employees (Target / Actual)	Lost time Severity (LTS) frequency rate for Employees (Target)	
	0	0	0	0 / 0	0.00	

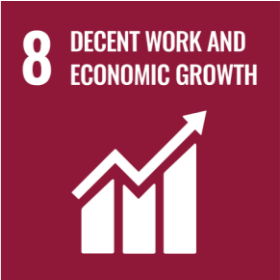


YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Target / Actual)	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Target)
0	0	0	0 / 0	0
# of Work-related Accidents (Actual)	# of Work-related Accidents (Actual)	# of Work-related Accidents (Actual)	# of Work-related Accidents (Target / Actual)	# of Work-related Accidents (Target)
0	0	0	0 / 0	0
# of Fatal Incidents (Actual)	# of Fatal Incidents (Actual)	# of Fatal Incidents (Actual)	# of Fatal Incidents (Target / Actual)	# of Fatal Incidents (Target)
0	0	0	0 / 0	0
Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual)	Number of days lost to work-related injuries, fatalities and ill health (Target)
0	0	0	0 / 0	0
People Trained on Health & Safety issues (in Manhours) (Actual)	People Trained on Health & Safety issues (in Manhours) (Actual)	People Trained on Health & Safety issues (in Manhours) (Actual)	People Trained on Health & Safety issues (in Manhours) (Target / Actual)	People Trained on Health & Safety issues (in Manhours) (Target)
309	95.5	354	400 / 793	500



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

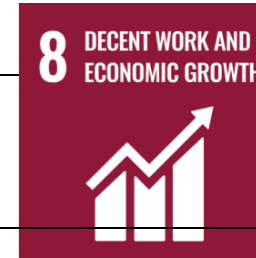
	Number of employee health & safety risk assessment has been conducted (Actual) 1	Number of employee health & safety risk assessment has been conducted (Actual) 1	Number of employee health & safety risk assessment has been conducted (Actual) 1	Number of employee health & safety risk assessment has been conducted (Target / Actual) 2 / 2	Number of employee health & safety risk assessment has been conducted (Target) 2	
	% of absenteeism rate (Actual) 3.5 %	% of absenteeism rate (Actual) 3.2 %	% of absenteeism rate (Actual) 3.0 %	% of absenteeism rate (Target / Actual) 2.9%/ 2.0 %	% of absenteeism rate (Target) 2%	
External Stakeholder Human Rights	Number of External human rights violations identified in audits (Actual) 0	Number of External human rights violations identified in audits (Actual) 0	Number of External human rights violations identified in audits (Actual) 0	Number of External human rights violations identified in audits (Target / Actual) 0 / 0	Number of External human rights violations identified in audits (Target) 0	
	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.) (Actual) 0%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.) (Actual) 0%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.) (Actual) 44%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.) (Target / Actual) 50% / 59%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.) (Target) 100%	
	Number of human rights impact assessments performed (Actual) 0	Number of human rights impact assessments performed (Actual) 0	Number of human rights impact assessments performed (Actual) 0	Number of human rights impact assessments performed (Target / Actual) 0 / 1	Number of human rights impact assessments performed (Target) 2	

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	% of raw material suppliers audited for human rights compliance (Actual)	% of raw material suppliers audited for human rights compliance (Actual)	% of raw material suppliers audited for human rights compliance (Actual)	% of raw material suppliers audited for human rights compliance (Target / Actual)	% of raw material suppliers audited for human rights compliance (Target)	
	0%	0%	44%	50% / 59%	100%	
	Number of External human rights-related grievances received and resolved. (Actual)	Number of External human rights-related grievances received and resolved. (Actual)	Number of External human rights-related grievances received and resolved. (Actual)	Number of External human rights-related grievances received and resolved. (Target/Actual)	Number of External human rights-related grievances received and resolved. (Target)	
	0	0	0	0 / 0	0	
	Number of community consultations held on human rights issues. (Actual)	Number of community consultations held on human rights issues. (Actual)	Number of community consultations held on human rights issues. (Actual)	Number of community consultations held on human rights issues. (Target / Actual)	Number of community consultations held on human rights issues. (Target)	
	0	0	0	0 / 0	2	
	% of direct employees covered by a Minimum wage benchmarking analysis (Actual)	% of direct employees covered by a Minimum wage benchmarking analysis (Actual)	% of direct employees covered by a Minimum wage benchmarking analysis (Actual)	% of direct employees covered by a Minimum wage benchmarking analysis (Target / Actual)	% of direct employees covered by a Minimum wage benchmarking analysis (Target)	
	100%	100%	100%	100% / 100%	100%	
	% of direct employees paid below Minimum wage (Actual)	% of direct employees paid below Minimum wage (Actual)	% of direct employees paid below Minimum wage (Actual)	% of direct employees paid below Minimum wage (Target / Actual)	% of direct employees paid below Minimum wage (Target)	
	0%	0%	0%	0% / 0%	0%	

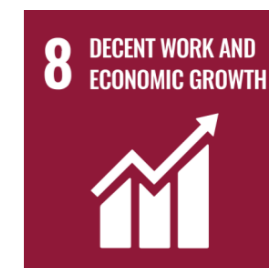


Human Rights	% of all employees paid below Minimum wage, including direct employees and non-employee workers (Actual)	% of all employees paid below Minimum wage, including direct employees and non-employee workers (Actual)	% of all employees paid below Minimum wage, including direct employees and non-employee workers (Actual)	% of all employees paid below Minimum wage, including direct employees and non-employee workers (Target / Actual)	% of all employees paid below Minimum wage, including direct employees and non-employee workers (Target)
	0%	0%	0%	0% / 0%	0%
	% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark (Actual)	% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark (Actual)	% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark (Actual)	% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark (Target)
	0%	0%	0%	0% / 0%	0%
	Average unadjusted gender pay gap (Actual)	Average unadjusted gender pay gap (Actual)	Average unadjusted gender pay gap (Actual)	Average unadjusted gender pay gap (Target / Actual)	Average unadjusted gender pay gap (Target)
0%	0%	0%	0% / 0%	0%	
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target / Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target)	
1.65	1.79	1.7	1.7 / 1.83	1.7	
Subcontractor's Workers in Agreement with	Subcontractor's Workers in Agreement with	Subcontractor's Workers in Agreement with	Subcontractor's Workers in Agreement with	Subcontractor's Workers in Agreement with	



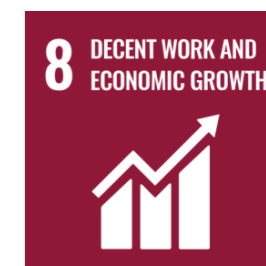
YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Employee Code of Conduct (%) (Actual)	Employee Code of Conduct (%) (Actual)	Employee Code of Conduct (%) (Actual)	Employee Code of Conduct (%) (Target / Actual)	Employee Code of Conduct (%) (Target)	
100%	100%	100%	100% / 100%	100%	
# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target)	
NIL	NIL	NIL	NIL / NIL	NIL	
# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target)	
NIL	NIL	NIL	NIL / NIL	NIL	
# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	# of Complaints reported on Discrimination (Internal) (Target)	
NIL	NIL	NIL	NIL / NIL	NIL	
# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	# of Complaints reported on Discrimination by Suppliers (Target)	
NIL	NIL	NIL	NIL / NIL	NIL	




YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

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



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30


	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target / Actual) NIL / NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target) NIL	
	% of People Trained on Human Rights issues (Actual) 35%	% of People Trained on Human Rights issues (Actual) 64%	% of People Trained on Human Rights issues (Actual) 83%	% of People Trained on Human Rights issues (Target / Actual) 90% / 96%	% of People Trained on Human Rights issues (Target) 100%	
	% of operational sites evaluated for human rights risks and impacts (Actual) 0%	% of operational sites evaluated for human rights risks and impacts (Actual) 0%	% of operational sites evaluated for human rights risks and impacts (Actual) 0%	% of operational sites evaluated for human rights risks and impacts (Target / Actual) 100% / 100%	% of operational sites evaluated for human rights risks and impacts (Target) 100%	
Career Management & Training	% of employees who received skills-related training (Actual) 80%	% of employees who received skills-related training (Actual) 100%	% of employees who received skills-related training (Actual) 100%	% of employees who received skills-related training (Target / Actual) 100% / 95.38%	% of employees who received skills-related training (Target / Actual) 100%	
	Number of skills trainings provided (Actual)	Number of skills trainings provided (Actual)	Number of skills trainings provided (Actual)	Number of skills trainings provided (Target / Actual)	Number of skills trainings provided (Target)	

	2	2	2	2 / 2	3	
	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target)	
	0	0	1	1 / 2	2	
	% employees who received regular performance and career development reviews (Actual)	% employees who received regular performance and career development reviews (Actual)	% employees who received regular performance and career development reviews (Actual)	% employees who received regular performance and career development reviews (Target / Actual)	% employees who received regular performance and career development reviews (Target)	
	100%	100%	100%	100% / 100%	100%	
	# of Internal Mobility Cases (Actual)	# of Internal Mobility Cases (Actual)	# of Internal Mobility Cases (Actual)	# of Internal Mobility Cases (Target / Actual)	# of Internal Mobility Cases (Target)	
	0	0	0	0 / 0	5	
Diversity, Equity and Inclusion	Gender balance at Organization Board (Women to Men %) (Actual)	Gender balance at Organization Board (Women to Men %) (Actual)	Gender balance at Organization Board (Women to Men %) (Actual)	Gender balance at Organization Board (Women to Men %) (Target / Actual)	Gender balance at Organization Board (Women to Men %) (Target)	
	0%	0%	0%	1% / 0%	1%	
	Percentage of employees from a	Percentage of employees from a	Percentage of employees from a	Percentage of employees from a	Percentage of employees from a	

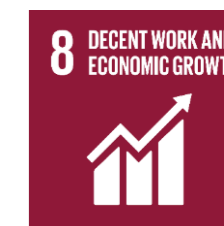


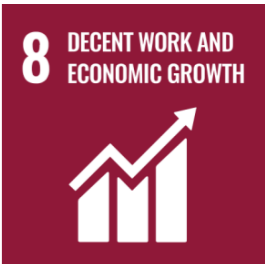

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

minority and/or vulnerable group in the whole organization	minority and/or vulnerable group in the whole organization (Actual)	minority and/or vulnerable group in the whole organization (Actual)	minority and/or vulnerable group in the whole organization (Target / Actual)	minority and/or vulnerable group in the whole organization (Target)	
27%	24%	32%	32% / 34%	35%	
Percentage of employees from a minority and/or vulnerable group at top management level (Actual)	Percentage of employees from a minority and/or vulnerable group at top management level (Actual)	Percentage of employees from a minority and/or vulnerable group at top management level (Actual)	Percentage of employees from a minority and/or vulnerable group at top management level (Target / Actual)	Percentage of employees from a minority and/or vulnerable group at top management level (Target)	
0%	0%	0%	1% / 0%	2%	
People Trained on Gender Equality (Actual)	People Trained on Gender Equality (Actual)	People Trained on Gender Equality (Actual)	People Trained on Gender Equality (Target / Actual)	People Trained on Gender Equality (Target)	
0	20	60	90 / 100	150	
% of women within the organization's board (Actual)	% of women within the organization's board (Actual)	% of women within the organization's board (Actual)	% of women within the organization's board (Target / Actual)	% of women within the organization's board (Target)	
0%	0%	0%	1% / 0%	1%	
% of women at top management level (Actual)	% of women at top management level (Actual)	% of women at top management level (Actual)	% of women at top management level (Target / Actual)	% of women at top management level (Target)	
0%	0%	0%	1% / 0%	1%	
% of women employed in whole organization (Actual)	% of women employed in whole organization (Actual)	% of women employed in whole organization (Actual)	% of women employed in whole organization (Target / Actual)	% of women employed in whole organization (Target)	


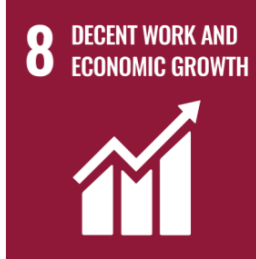
	4%	4%	5%	6% / 6%	10%	
	% of the total workforce trained on diversity, equity and inclusion (Actual)	% of the total workforce trained on diversity, equity and inclusion (Actual)	% of the total workforce trained on diversity, equity and inclusion (Actual)	% of the total workforce trained on diversity, equity and inclusion (Target / Actual)	% of the total workforce trained on diversity, equity and inclusion (Target)	
	0%	29%	46%	50% / 63%	100%	
	Percentage of Employees Trained on Anti-Discrimination and Harassment (Actual)	Percentage of Employees Trained on Anti-Discrimination and Harassment (Actual)	Percentage of Employees Trained on Anti-Discrimination and Harassment (Actual)	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target / Actual)	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target)	
	82%	67%	89%	90% / 90%	100%	
	# of Employee Resource Groups Conducted (Actual)	# of Employee Resource Groups Conducted (Actual)	# of Employee Resource Groups Conducted (Actual)	# of Employee Resource Groups Conducted (Target / Actual)	# of Employee Resource Groups Conducted (Target)	
Discrimination and Harassment	5	3	5	5/5	5	
	Number of identified discrimination or harassment incidents or corrective actions (Actual)	Number of identified discrimination or harassment incidents or corrective actions (Actual)	Number of identified discrimination or harassment incidents or corrective actions (Actual)	Number of identified discrimination or harassment incidents or corrective actions (Target / Actual)	Number of identified discrimination or harassment incidents or corrective actions (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
	Percentage of Departments with Zero Reported Incidents (Actual)	Percentage of Departments with Zero Reported Incidents (Actual)	Percentage of Departments with Zero Reported Incidents (Actual)	Percentage of Departments with Zero Reported Incidents (Target / Actual)	Percentage of Departments with Zero Reported Incidents (Target)	
	100%	100%	100%	100% / 100%	100%	


	# of Hours Worked (Man hours) (Actual)	# of Hours Worked (Man hours) (Actual)	# of Hours Worked (Man hours) (Actual)	# of Hours Worked (Man hours) (Actual)	# of Hours Worked (Man hours) (Target)	
Working Conditions	507592	589880	660040	636128	637000	
	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Target / Actual)	% of your plants and offices that were assessed (Target)	
	100%	100%	100%	100% / 100%	100%	
	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Target / Actual)	Incident of non-potable drinking water identification (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Target / Actual)	Incident of non-compliance of working conditions principles (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
% of employees satisfied with working condition (Actual)	% of employees satisfied with working condition (Actual)	% of employees satisfied with working condition (Actual)	% of employees satisfied with working condition (Target / Actual)	% of employees satisfied with working condition (Target)		
81%	NA	82%	100%/NA	100%		
% of employees covered by health insurance (Actual)	% of employees covered by health insurance (Actual)	% of employees covered by health insurance (Actual)	% of employees covered by health insurance (Target / Actual)	% of employees covered by health insurance (Target)		



	100%	100%	100%	100% / 100%	100%	
Social Audits	% of operational sites undergone the Labour and Human Rights Assessments (Actual)	% of operational sites undergone the Labour and Human Rights Assessments (Actual)	% of operational sites undergone the Labour and Human Rights Assessments (Actual)	% of operational sites undergone the Labour and Human Rights Assessments (Target / Actual)	% of operational sites undergone the Labour and Human Rights Assessments (Target)	
	100%	100%	100%	100% / 100%	100%	
Social Dialogue	% Of the total workforce represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (Target)	
	50%	50%	50%	100% / 50%	100%	
	% of employee covered by formal collective agreements (Actual)	% of employee covered by formal collective agreements (Actual)	% of employee covered by formal collective agreements (Actual)	% of employee covered by formal collective agreements (Target / Actual)	% of employee covered by formal collective agreements (Target)	
	0%	0%	0%	100% / 100%	100%	
	% of employees covered by formally elected employee representatives (Actual)	% of employees covered by formally elected employee representatives (Actual)	% of employees covered by formally elected employee representatives (Actual)	% of employees covered by formally elected employee representatives (Target / Actual)	% of employees covered by formally elected employee representatives (Target)	
0%	0%	0%	2% / 5%	100%		
Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Target)		

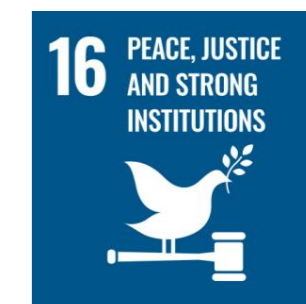
YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	0	0	0	0 / 0	0	
Corporate Social Responsibility	Amount Spent on CSR (Lac) (Actual) 3.14	Amount Spent on CSR (Lac) (Actual) 2.06	Amount Spent on CSR (Lac) (Actual) 6.2	Amount Spent on CSR (Lac) (Target / Actual) 10/ 21.6	Amount Spent on CSR (Lac) (Target) 22	
Certifications	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) (Actual) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) (Actual) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) (Actual) 100%	% 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) 100% / 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) (Target) 100%	

GOVERNANACE						
ESG Area	FY 2022-23 Reporting Year	FY 2023-24 Reporting Year	FY 2024-25 Baseline	FY 2025-26 (April-Dec) Performance Year	FY 2029-30 Target Year	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Target / Actual) NIL / NIL	# of Complaints reported on Corruption & Bribery (Target) NIL	
	Number of confirmed corruption incidents (Actual) NIL	Number of confirmed corruption incidents (Actual) NIL	Number of confirmed corruption incidents (Actual) NIL	Number of confirmed corruption incidents (Target / Actual) NIL/ NIL	Number of confirmed corruption incidents (Target) NIL	
	People Trained on Anti-Corruption & Bribery (in Man hours) (Actual) 0	People Trained on Anti-Corruption & Bribery (in Man hours) (Actual) 0	People Trained on Anti-Corruption & Bribery (in Man hours) (Actual) 0	People Trained on Anti-Corruption & Bribery (in Man hours) (Target / Actual) 50 / 72	People Trained on Anti-Corruption & Bribery (in Man hours) (Target) 100	
	% of trading partners covered by a due diligence process on corruption (Actual) 0%	% of trading partners covered by a due diligence process on corruption (Actual) 0%	% of trading partners covered by a due diligence process on corruption (Actual) 50%	% of trading partners covered by a due diligence process on corruption (Target / Actual) 100% / 100%	% of trading partners covered by a due diligence process on corruption (Target) 100%	

Information Security

Data Breach Incidents (Actual)	Data Breach Incidents (Actual)	Data Breach Incidents (Actual)	Data Breach Incidents (Target / Actual)	Data Breach Incidents (Target)
NIL	NIL	NIL	NIL / NIL	NIL
Data Retention Compliance (Actual)	Data Retention Compliance (Actual)	Data Retention Compliance (Actual)	Data Retention Compliance (Target / Actual)	Data Retention Compliance (Target)
100%	100%	100%	100% / 100%	100%
# of Complaints reported on Information Security Breach (Actual)	# of Complaints reported on Information Security Breach (Actual)	# of Complaints reported on Information Security Breach (Actual)	# of Complaints reported on Information Security Breach (Target / Actual)	# of Complaints reported on Information Security Breach (Target)
NIL	NIL	NIL	NIL / NIL	NIL
# of confirmed Information Security Incidents (Actual)	# of confirmed Information Security Incidents (Actual)	# of confirmed Information Security Incidents (Actual)	# of confirmed Information Security Incidents (Target / Actual)	# of confirmed Information Security Incidents (Target)
NIL	NIL	NIL	NIL / NIL	NIL
% of trading partners covered by a due diligence process on Information security (Actual)	% of trading partners covered by a due diligence process on Information security (Actual)	% of trading partners covered by a due diligence process on Information security (Actual)	% of trading partners covered by a due diligence process on Information security (Target / Actual)	% of trading partners covered by a due diligence process on Information security (Target)
0%	0%	50%	100% / 100%	100%
User Complaints (Actual)	User Complaints (Actual)	User Complaints (Actual)	User Complaints (Target / Actual)	User Complaints (Target)
NIL	NIL	NIL	NIL / NIL	NIL



Value Chain

Suppliers evaluated for CSR Performance (in %) (Actual)	Suppliers evaluated for CSR Performance (in %) (Actual)	Suppliers evaluated for CSR Performance (in %) (Actual)	Suppliers evaluated for CSR Performance (in %) (Target / Actual)	Suppliers evaluated for CSR Performance (in %) (Target)
0%	0%	44%	50% / 59%	100%
Suppliers evaluated for CSR Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for CSR Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for CSR Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for CSR Reporting (Onsite) (in %) (Target / Actual)	Suppliers evaluated for CSR Reporting (Onsite) (in %) (Target)
0%	0%	44%	50% / 59%	100%
Percentage of targeted suppliers covered by a CSR assessment (Actual)	Percentage of targeted suppliers covered by a CSR assessment (Actual)	Percentage of targeted suppliers covered by a CSR assessment (Actual)	Percentage of targeted suppliers covered by a CSR assessment (Target / Actual)	Percentage of targeted suppliers covered by a CSR assessment (Target)
0%	0%	44%	50% / 60%	100%
% of targeted suppliers that have gone through a sustainability assessment (Actual)	% of targeted suppliers that have gone through a sustainability assessment (Actual)	% of targeted suppliers that have gone through a sustainability assessment (Actual)	% of targeted suppliers that have gone through a sustainability assessment (Target / Actual)	% of targeted suppliers that have gone through a sustainability assessment (Target)
0%	0%	44%	50% / 59%	100%
% of targeted suppliers that have gone through a sustainability on-site audit (Actual)	% of targeted suppliers that have gone through a sustainability on-site audit (Actual)	% of targeted suppliers that have gone through a sustainability on-site audit (Actual)	% of targeted suppliers that have gone through a sustainability on-site audit (Target / Actual)	% of targeted suppliers that have gone through a sustainability on-site audit (Target)
0%	0%	44%	50% / 59%	100%


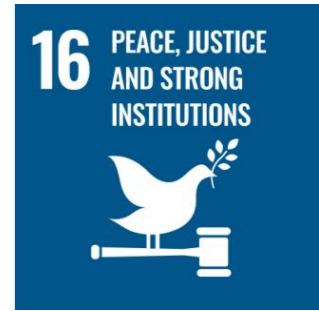


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Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Target / Actual)	Average Number of Non-Conformities Found per supplier (Target)	
0	0	0	0 / 2	0	
Avg. Number of Corrective Actions taken / Supplier (Actual)	Avg. Number of Corrective Actions taken / Supplier (Actual)	Avg. Number of Corrective Actions taken / Supplier (Actual)	Avg. Number of Corrective Actions taken / Supplier (Target / Actual)	Avg. Number of Corrective Actions taken / Supplier (Target)	
0	0	0	2 / 2	0	
Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Target / Actual)	Suppliers in Agreement with company Policies (in %) (Target)	
0%	0%	100%	100% / 100%	100%	
Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target)	
0%	0%	100%	100% / 100%	100%	
Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Target / Actual)	Integration of sustainability clauses in supplier contracts (Target)	
0%	0%	100%	100% / 100%	100%	



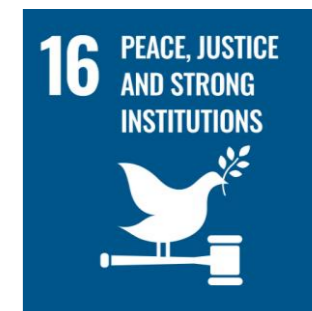
YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Actual)	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Actual)	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Actual)	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Target / Actual)	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Target)	
	0%	0%	100 %	100 % / 100%	100%	
	% of all buyers who received training on sustainable procurement (Actual)	% of all buyers who received training on sustainable procurement (Actual)	% of all buyers who received training on sustainable procurement (Actual)	% of all buyers who received training on sustainable procurement (Target / Actual)	% of all buyers who received training on sustainable procurement (Target)	
	0%	0%	100%	100% / 100%	100%	
	% of audited/assessed suppliers engaged in corrective actions or capacity building (Actual)	% of audited/assessed suppliers engaged in corrective actions or capacity building (Actual)	% of audited/assessed suppliers engaged in corrective actions or capacity building (Actual)	% of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	% of audited/assessed suppliers engaged in corrective actions or capacity building (Target)	
	0%	0%	0%	10% / 10%	100%	
Anti-Competitive Practice	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Target / Actual)	Incident of Deceptive Advertising: (Target)	
	NIL	NIL	NIL	NIL / NIL	NIL	
	% departments covered under Risk Assessment / Internal Audit	% departments covered under Risk Assessment / Internal Audit	% departments covered under Risk Assessment / Internal Audit	% departments covered under Risk Assessment / Internal Audit	% departments covered under Risk Assessment / Internal Audit	


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

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30



	(Actual)	(Actual)	(Actual)	(Target / Actual)	(Target)		
	0%	0%	0%	100% / 100%	100%		
	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Target / Actual)	Percentage of total workforce trained on business ethics issues (%) (Target)		
	35%	64%	83%	90% / 96%	100%		
	Employee feedback on ethics training (. rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Actual)	Employee feedback on ethics training (satisfaction rate) (Target / Actual)	Employee feedback on ethics training (satisfaction rate) (Target)		
	0%	0%	83%	90% / 96%	100%		
Ethics	Number of whistle blower reports received (Actual)	Number of whistle blower reports received (Actual)	Number of whistle blower reports received (Actual)	Number of whistle blower reports received (Target / Actual)	Number of whistle blower reports received (Target)		
	NIL	NIL	NIL	NIL / NIL	NIL		
	% of risky trading partners covered by a due diligence process on corruption or information security (Actual)	% of risky trading partners covered by a due diligence process on corruption or information security (Actual)	% of risky trading partners covered by a due diligence process on corruption or information security (Actual)	% of risky trading partners covered by a due diligence process on corruption or information security (Target / Actual)	% of risky trading partners covered by a due diligence process on corruption or information security (Target)		
	0%	0%	50%	100% / 100%	100%		
	Percentage of operational sites that undergo internal audit	Percentage of operational sites that undergo internal audit	Percentage of operational sites that undergo internal audit	Percentage of operational sites that undergo internal audit	Percentage of operational sites that undergo internal audit	Percentage of operational sites that undergo internal audit	



YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

	and risk assessment concerning business ethics issues (Actual)	and risk assessment concerning business ethics issues (Actual)	and risk assessment concerning business ethics issues (Actual)	and risk assessment concerning business ethics issues (Target / Actual)	and risk assessment concerning business ethics issues (Target)	
	0%	0%	0%	100% / 100%	100%	
Customer Health and Safety	# of Product safety Related Incident (Actual)	# of Product safety Related Incident (Actual)	# of Product safety Related Incident (Actual)	# of Product safety Related Incident (Target / Actual)	# of Product safety Related Incident (Target)	
	0	0	0	0/0	0	
	# of Product recalls (Actual)	# of Product recalls (Actual)	# of Product recalls (Actual)	# of Product recalls (Target / Actual)	# of Product recalls (Target)	
	0	0	0	0/0	0	
	# Complaints related to use of products/ service (Actual)	# Complaints related to use of products / service (Actual)	# Complaints related to use of products / service (Actual)	# Complaints related to use of products / service (Target / Actual)	# Complaints related to use of products / service (Target)	
0	0	0	0 / 0	0		
Safety training sessions of Customers (Actual)	Safety training sessions of Customers (Actual)	Safety training sessions of Customers (Actual)	Safety training sessions of Customers (Target / Actual)	Safety training sessions of Customers (Target)		
0	0	1	1/ 2	5		
Number of product safety-related customer feedbacks collected. (Actual)	Number of product safety-related customer feedbacks collected. (Actual)	Number of product safety-related customer feedbacks collected. (Actual)	Number of product safety-related customer feedbacks collected. (Target / Actual)	Number of product safety-related customer feedbacks collected. (Target)		
0	0	15	40 / 60	100/		

YASH SPECIALITY CHEMICALS LLP - ESG KPI ROADMAP UPTO FY 2029-30

Customer Participation	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Target / Actual)	Customer Participation Rate in Sustainability Session / Meeting (Target)	
	0%	0%	0%	85% / 90%	100%	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target / Actual)	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target)	
	0%	0%	0%	85% / 90%	100%	
Certifications	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Actual)	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Actual)	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Actual)	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Target / Actual)	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Target)	
	0%	0%	0%	100% / 100%	100%	

ASSURANCE STATEMENT

GROWLITY PRIVATE LIMITED

316, RAJAHANS MONTESSA, AIRPORT ROAD, SURAT-395007, INDIA

contact@growlity.com

www.growlity.com

Independent Assurance Report



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232645

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025
April 2025 to December 2025

The Management

Yash Speciality Chemicals LLP

Independent Assurance Report

Growlity Private Limited was appointed by **Yash Speciality Chemicals LLP** referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's **ESG KPI Roadmap upto FY 2029-30 report**. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stakeholders. The sustainability information provided within the report is in accordance to the Global Reporting Initiative's (GRI) Universal Standards 2021. The company has also followed guidelines of ISO 14064-1:2018 and Green House Gas Protocol standard, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts.

Scope of Assurance and Methodology

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

GROWLITY PRIVATE LIMITED

316, RAJAHANS MONTESSA, AIRPORT ROAD, SURAT-395007, INDIA

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

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

The assurance covers below given site of **Yash Speciality Chemicals LLP**, as listed below:

Site	Address
Yash Speciality Chemicals LLP	D3/135, GIDC Dahej, Phase III, Village Vav, Tal. Vagra, Dist. Bharuch – 392130, Gujarat, India.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the FY 2024-25. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

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



Dr. Nitin Dumasia
President & CEO

Date: 20th February 2026

Place: Surat, India