



Sustainability
Performance Report FY
2024-25
Yash Speciality Chemicals

Content

About Us	3
Our Material Topics	7
Environmental Stewardship	10
Social Responsibility and Employee Well-Being	18
Governance & Ethical Conduct	21
Sustainable Procurement	25
Our Sustainability Highlights FY 2024-25	29
SDG Progress Reporting	33
Sustainability Initiatives for FY 2024- 25	37
ESG KPI	41
GRI Index	56
Conclusion and Commitment to a Sustainable Future	63

About Us



Driving Chemical Excellence

The foundation of Group was laid by late Dr. K. H. Patel in 1951, Over the last 70 years, the group has expanded its horizon. The group is a leading manufacturer of – Speciality Chemical Manufacturing, Specialized in Benzene and Naphtalene based compounds, Chemical Process Equipment Manufacturing, Market leader in Filtration & Drying. Yash Speciality Chemicals LLP is driving chemical excellence and delivering quality- driven custom chemical solutions. Our Social Responsibility initiatives are rooted in the principle of fostering inclusive growth and development, in alignment with both national and global priorities. We are fully committed to contributing to global endeavors aimed at achieving the sustainable development goals. We value our workforce and continuously organise skill development programs to support their growth. These initiatives include employee wellness camps, sporting events, team-building activities, and interpersonal skill development sessions. By investing in our employees' personal growth, we enhance our organisation as a whole, fostering a positive and thriving work environment.



Our Vision for a Sustainable Future

We realize that our actions or inactions today not only shape our own lives but also have a profound impact on society at large. Every decision we make now directly influences how future generations will live. Our commitment is not only to secure a bright future for ourselves but to ensure that the generations to come inherit a world that is sustainable, resilient, and thriving. As we strive toward this goal, we must embrace a vision rooted in sustainability, where our actions promote the well-being of the planet and its ecosystems, conserve vital resources, and foster social and economic equity. Sustainability should be at the heart of every decision, guiding us to balance the needs of today with the preservation of tomorrow. It is imperative that we all governments, businesses, and individuals recognize the long term consequences of our choices and work together to build a future where people and the planet can prosper side by side. Let us prioritize the health of our environment, the strength of our communities, and the equity of our economic systems for the generations that will follow.

Sustainability In Action: Our Journey and Goals

At Yash Speciality Chemicals LLP (YSCL), we view sustainability as an ongoing journey of continuous progress. Our initiatives are driven by clear, measurable objectives aimed at strengthening the resilience and efficiency of our supply chain while actively supporting the global sustainable development agenda. We are dedicated to innovation and continually strive for improvement, setting bold targets to reduce emissions, conserve resources, and enhance the well-being of the communities we serve. This report offers a comprehensive overview of our advancements, accomplishments, and the challenges we face on our path to sustainability. By transparently sharing our ESG performance data, we aim to keep our stakeholders informed and engaged in our shared mission to build a sustainable future.

₹1150 M
Achieving a Total Revenue

Membership and Certification

YSCL is a participating member of the United Nations Global Compact (UNGC), aligning its governance, policies, and operations with the Ten Principles on human rights, labour, environment, and anti-corruption, and upholding transparent and responsible business practices.

Pioneering Data-Driven Sustainability

At YSCL, we recognize that actionable data is fundamental to driving sustainable progress. This Sustainability Performance Data Report underscores our dedication to transparency and accountability in evaluating, managing, and improving our sustainability efforts across every facet of our operations. As a global leader in intralogistics and warehouse automation, we are aware of the far-reaching impact of our actions on industries, communities, communities, and regions worldwide. By monitoring and sharing our Environmental, Social, and Governance (ESG) metrics, we ensure our path toward a sustainable future remains transparent, data- focused, and aligned with our core values.

Approach to Sustainability Data

This report provides a detailed analysis of our sustainability initiatives, focusing on critical areas such as carbon emissions, resource efficiency, employee well-being, and governance practices. These metrics offer a transparent view of our progress and enable us to benchmark our performance against industry standards and global sustainability objectives. By continually assessing and evaluating our impact, we uncover opportunities for improvement and innovation, fostering significant advancements both within YSCL and throughout our supply chain.

Purpose of the Report

The Sustainability Performance Data Report fulfils several key objectives:



Transparency

It provides an open platform to share our ESG data and performance metrics with stakeholders, reinforcing our dedication to responsible business practices.



Accountability

It establishes measurable benchmarks to monitor our progress toward achieving sustainability goals.



Continuous Improvement

It leverages data to pinpoint areas for growth, facilitating informed decision making and the development of proactive sustainability strategies.

Scope and Coverage

This report highlights data from our global operations and supply chain, centered around our key sustainability pillars:



Environment

Details on our carbon footprint, energy and water consumption, waste reduction strategies, and resource efficiency initiatives.



Social

Information on employee safety, diversity, well-being, and programs within our supply chain.



Governance

Insights into ethical business practices, anti corruption efforts, data security, and compliance standards.

Assurance Statement

This Sustainability Report has undergone an independent external review, carried out by Growlity Pvt. Ltd. on a limited assurance basis. The assurance process was conducted in accordance with the Global Reporting Initiative (GRI) Standards and the Greenhouse Gas (GHG) Protocol to validate the reliability and accuracy of the reported information.

Reporting Period

1st April 2024– 31st March 2025

Our Material Topics



Materiality Assessment and ESG Prioritisation

The organisation has implemented a structured materiality assessment process to identify and prioritise Environmental, Social, and Governance (ESG) issues that are most relevant to its operations, stakeholders, and long-term sustainability objectives. The process integrates stakeholder engagement, regulatory analysis, risk assessment, and sector benchmarking to ensure that sustainability priorities are evidence-based and strategically aligned.

Material topics are evaluated based on business impact, stakeholder significance, regulatory exposure, environmental and social risk, and long-term value creation. The outcomes directly inform sustainability strategy, governance systems, operational planning, and performance management frameworks. This ensures that sustainability actions are focused on high-impact areas and embedded into core business decision-making.

The materiality framework is reviewed periodically to reflect evolving risks, stakeholder expectations, and regulatory developments, ensuring continuous relevance, resilience, and strategic alignment.

ENVIRONMENT

- **Energy Use & GHG Emissions**
- **Environmental Management**
- **Circular Economy & Resource Efficiency**
- **Biodiversity & Ecosystems**

SOCIAL

- **Workforce & Human Rights**
- **Community & Social Impact**

GOVERNANCE

- **Business Ethics & Governance**
- **Data Privacy & Cybersecurity**

Our Promise to Stakeholders

We pledge to lead by example, embedding responsible practices into every facet of our operations. As we move forward, we invite our stakeholders to collaborate with us in reshaping our industry. Together, we are crafting a vision for a future where technology and sustainability coexist seamlessly, positioning YSCL as a responsible, dependable, and innovative partner for a brighter tomorrow.

Our Commitment – Addressing Key Material Topics

Yash Speciality Chemical's sustainability commitment is built on a holistic approach to Environmental, Social, and Governance (ESG) matters that impact our business, stakeholders, and the global community. We recognise that addressing these critical topics requires ongoing focus, strong policies, and strategic initiatives, backed by measurable objectives to ensure our actions align with global sustainability benchmarks.



Environmental Stewardship



1. Waste Management

System Governance & Structure

The organisation operates an integrated waste governance framework that manages the entire waste lifecycle through defined procedures, accountability structures, and compliance systems. Clear roles and responsibilities are assigned at departmental, supervisory, and managerial levels to ensure ownership and control. Waste management is embedded into operational planning and management systems. Standard operating procedures guide waste handling across all functions. Governance mechanisms ensure regulatory compliance and internal accountability. This structure enables traceability, transparency, and effective environmental risk management.

Waste Stream Mapping & Classification

All waste streams are formally identified, documented, and categorised into hazardous, non-hazardous, recyclable, organic, and electronic waste. A centralised waste register captures details on source, quantity, classification, storage location, and disposal route. Waste mapping ensures accurate tracking across departments and processes. Classification systems support regulatory compliance and risk control. Documentation enables auditability and reporting. This approach strengthens transparency and data-driven waste management.

Segregation & Collection

Waste segregation occurs at source using colour-coded bins and category-specific containers. Clearly defined segregation protocols prevent cross-contamination of waste streams. Internal collection systems ensure safe, controlled, and efficient movement of waste. Dedicated handling procedures reduce environmental and occupational risks. Structured logistics improve material recovery and recycling efficiency. This system strengthens operational safety and resource recovery outcomes.

Reduction & Circularity

Process optimisation, lean manufacturing practices, batch planning, and automation reduce waste generation at source. Material efficiency programmes minimise off-spec production and process losses. Recoverable materials such as solvents, packaging, oils, catalysts, and recyclables are reintegrated into operations where feasible. Non-reusable waste is channelled to certified recyclers. Circular economy principles guide resource recovery strategies. These practices improve environmental performance and resource efficiency.

Safe Storage & Compliance

Dedicated storage infrastructure includes leak-proof containers, secondary containment systems, impervious flooring, ventilation, and access controls. Storage areas are designed to prevent leaks, spills, and contamination. Hazard signage and clear labelling ensure safe handling and awareness. Emergency preparedness systems support rapid response to incidents. Documentation and records ensure regulatory compliance. These controls protect employees, communities, and the environment.

Transport & Disposal

Waste transport is conducted exclusively through authorised and certified vendors. Regulatory documentation, manifests, and tracking systems ensure traceability throughout transportation. Disposal occurs only at government-approved treatment, storage, and disposal facilities. Certified recyclers and authorised TSDFs are used for final treatment. Compliance controls prevent illegal dumping or improper handling. This ensures environmental protection and legal conformity.

Monitoring & Continuous Improvement

Periodic audits, inspections, and performance reviews evaluate waste management effectiveness. Training programmes strengthen employee awareness and compliance. Waste performance indicators are monitored to identify improvement opportunities. Internal reviews support corrective and preventive actions. Continuous improvement frameworks enhance environmental outcomes. This approach ensures long-term sustainability, compliance, and operational excellence.

2. Material Management

Sustainable Procurement

The organisation integrates sustainability criteria into procurement decision-making processes. Supplier selection includes regulatory compliance, environmental performance, and responsible sourcing standards. Preference is given to low-toxicity, high-efficiency, and environmentally responsible materials. Procurement policies promote long-term resource security and environmental protection. Risk-based supplier assessments strengthen material sustainability governance. This approach supports responsible value-chain management.

Precision Consumption Control

Automated dosing systems and calibrated equipment ensure accurate material usage. Digital process controls minimise overconsumption and material losses. Real-time monitoring improves process stability and efficiency. Standardised operating procedures guide controlled material handling. Data-driven systems improve predictability and consistency. This reduces waste generation and improves resource efficiency.

Process Integration & Recovery

Material recovery systems enable reuse of solvents and usable residues. Filtration, purification, and validation processes ensure quality compliance. Recovered materials are reintegrated into production in controlled cycles. Quality checks prevent contamination and process risks. Recovery systems reduce dependency on virgin materials. Circular material flows strengthen sustainability performance.

Production Planning & Efficiency

Batch optimisation and scheduling systems reduce changeover waste. Process sequencing minimises cleaning losses and material flushing. Golden-batch benchmarking improves consistency and efficiency. Idle consumption is reduced through operational planning. Process efficiency systems reduce resource intensity. These measures enhance productivity and sustainability.

Inventory Governance

Digital inventory systems enable real-time tracking and control. FIFO/FEFO systems prevent expiry-related waste. Demand forecasting reduces overstocking and shortages. Controlled storage conditions preserve material quality. Inventory audits ensure accountability. These systems strengthen material efficiency and risk management.

Supplier Management

Supplier qualification systems ensure regulatory and sustainability compliance. Environmental and safety standards are integrated into supplier onboarding. Periodic reassessments manage long-term risks. Supplier engagement promotes responsible practices. Data transparency strengthens accountability. Sustainable sourcing is embedded in supply-chain governance.

3. Hazardous Substances Management

Risk Identification & Assessment

All hazardous substances are systematically identified through Safety Data Sheets (SDS), regulatory classifications, and risk assessment protocols. Each substance is evaluated for environmental, health, and safety impacts. Risk profiling determines control measures, storage requirements, and handling procedures. Documentation ensures traceability and regulatory alignment. Risk assessments are periodically reviewed. This framework enables proactive hazard management and prevention.

Storage Infrastructure & Segregation

Dedicated hazardous material storage areas are designed with secondary containment, ventilation, fire protection, and impervious flooring. Incompatible substances are segregated to prevent reactions and contamination. Access control systems restrict unauthorised handling. Clearly marked storage zones improve visibility and safety. Engineering controls minimise leak and spill risks. Infrastructure design prioritises environmental and worker protection.

Safe Handling & Operational Controls

Standard operating procedures govern the handling, transfer, and use of hazardous substances. Mandatory PPE requirements protect employees from exposure risks. Controlled handling systems reduce accidental releases. Spill response kits and emergency stations are strategically placed. Training programmes strengthen operational discipline. These controls ensure safe and compliant operations.

Substitution & Toxicity Reduction

The organisation actively evaluates opportunities to replace hazardous substances with safer alternatives. Low-toxicity, biodegradable, and environmentally safer chemicals are prioritised. Process redesign supports reduced hazardous input dependency. Continuous review identifies risk-reduction opportunities. Substitution strategies align with green chemistry principles. This approach lowers environmental and health risks.

Transport & Disposal Governance

Hazardous materials are transported only through authorised and certified vendors. Regulatory documentation and tracking systems ensure legal compliance. Disposal occurs exclusively at government-approved hazardous waste facilities. Certified treatment and disposal processes prevent environmental contamination. Manifest systems ensure traceability. Governance controls ensure lawful and responsible disposal.

Training, Monitoring & Compliance

Regular training programmes build employee awareness and competency. Compliance inspections and audits ensure adherence to regulations. Monitoring systems track hazardous material usage and disposal. Incident reporting mechanisms enable corrective actions. Continuous improvement systems strengthen performance. Governance frameworks ensure long-term risk control.

4. Efficient Energy Management

Energy Governance & Strategy

The organisation has established a structured energy governance framework that integrates efficiency, sustainability, and compliance objectives. Energy responsibilities are assigned across operational and managerial levels. Policies guide responsible energy use and performance monitoring. Governance mechanisms ensure accountability and regulatory alignment. Energy management is embedded into operational planning. This structure supports long-term decarbonisation goals.

Infrastructure & Facility Efficiency

Energy-efficient lighting systems, smart controls, and building automation reduce baseline electricity consumption. HVAC optimisation improves thermal efficiency across facilities. Insulation systems minimise heat losses. Zonal control systems reduce unnecessary energy usage. Infrastructure upgrades enhance operational efficiency. These measures lower overall energy intensity.

Equipment Optimisation & Process Efficiency

High-efficiency motors, VFD drives, and energy-optimised equipment reduce electrical losses. Preventive maintenance ensures optimal performance. Process optimisation reduces idle energy consumption. Automation improves consistency and efficiency. Equipment audits identify improvement opportunities. These practices strengthen operational sustainability.

Thermal Energy Recovery & Reuse

Heat recovery systems capture waste heat from processes. Flash steam recovery and condensate reuse improve thermal efficiency. Thermal insulation reduces energy losses. Internal energy reuse reduces external fuel dependency. Recovery systems improve overall energy productivity. These systems support resource optimisation.

Carbon Management & Emissions Reduction

GHG accounting systems track Scope 1, Scope 2, and relevant Scope 3 emissions. Emissions monitoring supports carbon reduction planning. Fuel switching reduces carbon intensity. Decarbonisation strategies guide long-term climate transition. Carbon audits strengthen accountability. These systems align operations with climate action objectives.

Monitoring, Audits & Continuous Improvement

Energy audits assess performance and identify improvement opportunities. KPI tracking supports performance management. Digital monitoring systems enable real-time visibility. Employee engagement programmes support behavioural efficiency. Continuous improvement frameworks strengthen outcomes. Governance systems ensure sustained performance gains.

5. Water Optimization

Water Governance & Stewardship

The organisation maintains a structured water governance framework focused on conservation, efficiency, and sustainability. Clear roles and responsibilities support accountability across operations. Policies guide responsible water use and protection of natural resources. Water stewardship principles are integrated into operational planning. Governance systems ensure regulatory compliance. This framework supports long-term water security.

Source Management & Conservation

Rainwater harvesting systems support alternative water sourcing. Groundwater protection measures prevent contamination and over-extraction. Water conservation initiatives reduce freshwater dependency. Source diversification strengthens water resilience. Infrastructure planning supports sustainable sourcing. These measures protect natural water resources.

Wastewater Treatment & ZLD Systems

Advanced wastewater treatment systems enable safe treatment and reuse. Zero Liquid Discharge (ZLD) ensures no external effluent discharge. Effluent segregation improves treatment efficiency. Evaporation and crystallisation systems support recovery. Treated water is safely managed. These systems ensure environmental protection.

Recycling, Reuse & Internal Circulation

Treated wastewater is reused across utilities, cooling systems, cleaning operations, and landscaping. Closed-loop circulation systems reduce freshwater intake. Internal recirculation improves efficiency. Reuse systems reduce environmental footprint. Quality controls ensure safe reuse. Circular water flows strengthen sustainability.

Efficiency Systems & Leak Prevention

Leak detection systems prevent water losses. Preventive maintenance reduces wastage. Efficient fixtures and fittings reduce consumption. Closed-loop cooling improves efficiency. Real-time monitoring improves control. These measures strengthen water efficiency performance.

Monitoring, Audits & Compliance

Water audits evaluate performance and efficiency. Quality testing ensures safe usage. Monitoring systems track consumption patterns. Compliance reviews ensure regulatory adherence. Reporting systems strengthen transparency. Continuous improvement supports long-term sustainability.

6. Air Pollution Control and Emission Monitoring

Air Quality Governance & Strategy

The organisation maintains a structured air quality management framework aligned with environmental protection and regulatory compliance. Clear responsibilities are defined across operational and managerial levels. Policies guide emission control and monitoring practices. Air management is integrated into operational planning. Governance systems ensure accountability. This framework supports long-term environmental performance.

Engineering Controls & Emission Reduction Systems

Air pollution is controlled through scrubbers, filters, dust collectors, solvent traps, and ventilation systems. Enclosure mechanisms prevent uncontrolled emissions. Process design minimises emission generation at source. Preventive maintenance ensures system efficiency. Engineering controls reduce environmental impact. These systems protect air quality.

Fugitive Emission Control

Leak detection systems identify and prevent unintended releases. Sealing mechanisms reduce fugitive emissions. Equipment integrity management strengthens containment. Monitoring protocols detect abnormalities. Preventive actions reduce emission risks. These measures improve environmental safety.

Continuous Emission Monitoring Systems (CEMS)

Continuous monitoring systems track emission parameters in real time. Data logging supports compliance reporting. Monitoring enables early detection of deviations. Automated alerts improve response time. Third-party verification strengthens credibility. CEMS ensures regulatory adherence.

Noise and Odour Management

Noise control systems reduce occupational exposure. Soundproofing and acoustic insulation protect worker health. Odour control systems prevent community nuisance. Preventive maintenance reduces noise emissions. Monitoring ensures acceptable levels. These systems protect well-being.

Monitoring, Audits & Compliance

Environmental audits evaluate air management performance. Regulatory inspections ensure compliance. Performance reviews identify improvement opportunities. Documentation ensures traceability. Corrective actions strengthen controls. Continuous improvement supports sustainability objectives.

7. Sustainable Packaging Management

Packaging Governance & Policy Framework

The organisation maintains a structured packaging governance framework aligned with sustainability and regulatory compliance. Policies guide responsible material selection, design standards, and packaging controls. Responsibilities are defined across procurement, operations, and logistics. Packaging sustainability is integrated into product lifecycle planning. Governance systems ensure accountability. This framework supports environmentally responsible packaging practices.

Material Selection & Sustainability

Packaging materials are selected based on recyclability, environmental impact, and safety standards. Preference is given to eco-friendly, low-impact, and recyclable materials. Hazardous and non-recyclable materials are minimised. Material sustainability assessments guide procurement decisions. Supplier standards support responsible sourcing. These practices reduce environmental footprint.

Design Optimisation & Material Reduction

Packaging designs are optimised to minimise material use without compromising product safety. Lightweighting strategies reduce resource consumption. Standardised packaging dimensions improve efficiency. Modular designs enhance logistics performance. Design optimisation reduces waste generation. These measures improve sustainability outcomes.

Operational Controls & Quality Assurance

Automated packing systems improve consistency and efficiency. Quality control checks ensure packaging integrity and compliance. Handling procedures prevent damage and waste. Storage protocols protect packaging materials. Documentation ensures traceability. These systems strengthen operational performance.

Logistics Efficiency & Emission Reduction

Optimised packaging improves stacking and transport efficiency. Standardisation reduces transport volume. Efficient logistics reduce fuel consumption and emissions. Load optimisation improves delivery performance. Transport planning reduces environmental impact. These measures strengthen supply chain sustainability.

Circular Economy Integration

Recyclability labelling supports responsible disposal. Reuse frameworks enable returnable packaging systems. Waste segregation improves material recovery. Recycling partnerships support circularity. Customer awareness programmes encourage sustainable practices. Circular economy principles guide packaging strategy.

Monitoring, Reporting & Continuous Improvement

Performance indicators track packaging efficiency and waste. Audits assess compliance and sustainability performance. Supplier reviews strengthen standards. Continuous improvement programmes identify opportunities. Reporting systems ensure transparency. Governance frameworks ensure long-term progress.

Social Responsibility and Employee Well-Being



People, Safety, Well-being, and Responsible Workplace Practices

The organisation recognises that social sustainability is foundational to long-term business resilience, operational excellence, and stakeholder trust. A people-centric approach is embedded across organisational systems, focusing on employee well-being, workplace safety, skills development, fairness, and responsible supply chain practices. Social responsibility is integrated into governance structures, operational planning, and performance management frameworks to ensure that human capital development and social impact remain central to the organisation's sustainability strategy.

Occupational Health, Safety, and Workplace Protection

The organisation maintains a comprehensive occupational health and safety management system designed to protect employees, contractors, and visitors across all operational areas. Workplace safety is embedded into daily operations through structured risk assessments, hazard identification processes, preventive controls, and continuous monitoring mechanisms. Safety policies are supported by clearly defined procedures, training programmes, and accountability structures that ensure consistent implementation across departments.

Emergency preparedness forms a critical component of workplace safety. Facilities are equipped with firefighting systems, spill response infrastructure, first-aid facilities, evacuation mechanisms, and emergency communication protocols. Regular drills, mock exercises, and safety simulations strengthen preparedness and ensure readiness for emergency situations. Equipment safety inspections, preventive maintenance programmes, and calibration systems further reduce operational risks and prevent workplace accidents. These systems collectively ensure a safe, secure, and resilient working environment.

Employee Well-being and Work Environment

Employee well-being is addressed through structured workplace systems that promote physical safety, psychological security, and organisational support. Safe working conditions, appropriate personal protective equipment, ergonomic considerations, and health-focused infrastructure support a healthy work environment. Preventive healthcare awareness, safety training, and behavioural safety programmes contribute to a culture of care and responsibility.

The organisation fosters a work culture that values respect, inclusion, and dignity. Workplace policies support equal opportunity, fair treatment, and ethical conduct. Transparent grievance redressal mechanisms, communication channels, and reporting systems ensure that employees are heard and supported. These measures contribute to employee satisfaction, retention, and long-term organisational stability.

Skills Development, Training, and Capacity Building

Continuous learning and capability development are integral to workforce sustainability. The organisation implements structured training programmes covering technical skills, safety practices, leadership development, compliance requirements, and sustainability awareness. Skill development initiatives are aligned with operational needs and future workforce requirements, ensuring organisational adaptability and resilience.

Employee evaluation systems are designed to be transparent, objective, and development-oriented. Performance assessments are linked to training opportunities, career progression, and capacity building programmes. Feedback mechanisms promote continuous improvement, accountability, and professional growth. These practices strengthen workforce competence, engagement, and long-term employability.

Fair Employment Practices and Workforce Engagement

Human resource systems are governed by principles of fairness, transparency, and non-discrimination. Recruitment, evaluation, promotion, and development processes are structured to ensure equal opportunity and merit-based progression. Policies promote ethical labour practices, dignity at work, and compliance with labour standards.

Employee engagement is strengthened through structured communication systems, participatory mechanisms, and organisational dialogue. Regular interactions between management and employees foster trust, transparency, and collaboration. Engagement frameworks enhance morale, productivity, and organisational cohesion, contributing to long-term social sustainability.

Emergency Preparedness and Operational Resilience

Social resilience is supported through strong emergency preparedness systems. Integrated emergency management frameworks ensure coordinated response to incidents, accidents, and disruptions. Emergency infrastructure, response protocols, and training programmes strengthen organisational resilience and business continuity. Crisis management planning ensures protection of employees, communities, and assets during emergencies. These systems contribute to social stability and operational continuity.

Responsible Supply Chain and Community Impact

The organisation extends its social responsibility beyond internal operations to its supply chain and business partners. Supplier selection and engagement processes integrate ethical standards, labour practices, health and safety requirements, and compliance obligations. Responsible sourcing principles promote fair labour practices, safe working conditions, and respect for human rights across the value chain.

Supplier engagement frameworks encourage transparency, accountability, and continuous improvement. Risk assessments and monitoring systems strengthen supply chain resilience and ethical compliance. Long-term partnerships are built on shared values of responsibility, integrity, and sustainability, ensuring positive social impact beyond organisational boundaries.

Culture, Ethics, and Social Responsibility

A strong organisational culture underpins social sustainability. Ethical conduct, respect, accountability, and responsibility are embedded into corporate values and operational practices. Leadership commitment ensures that social responsibility is not treated as a compliance function, but as a core business principle.

Awareness programmes, internal communication, and leadership engagement strengthen a culture of responsibility and inclusion. Employees are encouraged to actively participate in safety initiatives, sustainability programmes, and social development efforts. This collective engagement strengthens organisational identity and social performance.

Long-Term Social Sustainability Vision

The organisation's social sustainability strategy is aligned with long-term business resilience, stakeholder trust, and societal value creation. Investments in people, safety, skills, and ethical practices strengthen organisational capacity and competitiveness. Continuous improvement frameworks ensure that social systems evolve in line with emerging risks, regulatory expectations, and stakeholder needs.

By integrating health and safety, employee well-being, skills development, fair employment, responsible supply chains, and ethical governance into its core operations, the organisation builds a strong foundation for sustainable growth. Social sustainability is thus positioned not only as a responsibility, but as a strategic driver of long-term organisational success, resilience, and positive societal impact.

Governance & Ethical Conduct



Ethical Leadership, Transparency, Risk Management, and Responsible Business Conduct

Strong governance forms the foundation of sustainable business performance, stakeholder trust, and long-term organisational resilience. The organisation is committed to maintaining high standards of ethical conduct, transparency, accountability, and compliance across all operations and business relationships. Governance systems are designed to ensure responsible decision-making, risk management, data protection, and integrity in business practices, embedding sustainability into the core of corporate management.

Governance is integrated into organisational structures through clearly defined roles, responsibilities, and accountability frameworks. Leadership oversight, internal controls, and policy frameworks guide ethical behaviour, regulatory compliance, and operational discipline. Governance is not treated as a standalone function, but as a cross-cutting system that supports strategic stability, risk resilience, and sustainable value creation.

Ethical Governance and Corporate Integrity

The organisation operates under a strong ethical governance framework guided by principles of integrity, transparency, fairness, and accountability. Codes of conduct, ethics policies, and compliance frameworks define acceptable business behaviour across all levels of the organisation. Zero-tolerance approaches to corruption, bribery, fraud, and unethical practices are embedded into corporate policies and operational controls.

Leadership commitment plays a central role in strengthening ethical culture. Governance structures ensure oversight of ethical risks, decision-making processes, and compliance performance. Internal communication, training programmes, and awareness initiatives reinforce ethical standards and responsible conduct. Ethical governance is thus embedded into daily operations, organisational culture, and strategic management.

Risk Management and Compliance Governance

Risk management is integrated into governance systems through structured identification, assessment, mitigation, and monitoring frameworks. Regulatory risks, operational risks, cyber risks, compliance risks, and reputational risks are systematically evaluated. Risk registers, control frameworks, and compliance monitoring systems ensure proactive risk management.

Internal controls, audits, and reviews strengthen regulatory adherence and operational discipline. Governance mechanisms ensure that risks are not only managed reactively, but anticipated and addressed proactively. Continuous monitoring and reporting systems provide visibility into risk exposure and performance trends. This integrated approach strengthens organisational resilience and long-term stability.

Data Protection, Privacy, and Information Governance

The organisation recognises data protection and information security as critical components of good governance. Structured data governance frameworks regulate data collection, processing, storage, access, and disposal. Confidentiality, integrity, and availability principles guide information management practices.

Secure digital and physical infrastructure protects sensitive and confidential information. Role-based access controls, authentication mechanisms, and monitoring systems prevent unauthorised access and misuse. Information classification systems ensure that data is handled according to its sensitivity and risk profile. Secure data disposal mechanisms prevent data leakage and misuse beyond its lifecycle.

Incident response and breach management systems ensure rapid detection, containment, and remediation of data security incidents. Training programmes build employee awareness of data protection responsibilities. These systems collectively strengthen stakeholder trust and organisational credibility.

Third-Party Governance and Responsible Business Relationships

Governance responsibilities extend beyond internal operations to business partners, suppliers, contractors, and third parties. Structured due diligence frameworks govern third-party engagement, focusing on ethical conduct, compliance standards, data security, and risk management. Screening and risk assessments are conducted to identify potential ethical, compliance, and cyber risks.

Contractual frameworks embed compliance obligations, ethical standards, and data protection requirements into business relationships. Monitoring and performance review systems ensure adherence to governance expectations. Corrective action mechanisms address non-compliance and risk exposure. These systems ensure that governance standards are consistently applied across the value chain.

Anti-Corruption and Ethical Risk Prevention

The organisation maintains a comprehensive anti-corruption and anti-bribery governance framework. Policies define zero tolerance for corrupt practices and unethical conduct. Due diligence processes assess third-party integrity risks before engagement. Contractual safeguards strengthen accountability and compliance enforcement.

Training and awareness programmes promote ethical conduct across employees and business partners. Reporting mechanisms, including whistleblower systems, enable safe and confidential reporting of concerns. Protection frameworks ensure non-retaliation and fairness. Continuous monitoring and audits strengthen the effectiveness of ethical controls. This framework ensures integrity in business operations and stakeholder relationships.

Cybersecurity, Digital Resilience, and Business Continuity

Cybersecurity governance is integrated into organisational risk management systems. Digital risk assessments, system security protocols, and monitoring frameworks protect critical digital assets and infrastructure. Secure system integration controls govern external access and third-party connectivity.

Incident response systems, disaster recovery planning, and business continuity frameworks ensure operational resilience. Regular testing, simulations, and audits strengthen preparedness for cyber incidents and disruptions. Governance oversight ensures continuous improvement in digital resilience and security maturity.

Transparency, Accountability, and Stakeholder Trust

Transparency and accountability are central pillars of governance. Structured reporting systems ensure accurate disclosure, regulatory compliance, and stakeholder communication. Internal and external audits strengthen credibility and trust. Documentation and record-keeping systems ensure traceability and integrity of information.

Stakeholder engagement mechanisms support dialogue, feedback, and trust-building. Governance frameworks ensure that stakeholder interests are considered in decision-making processes. This transparency-driven approach strengthens long-term relationships and organisational legitimacy.

Long-Term Governance Vision

The organisation's governance strategy is aligned with long-term sustainability, resilience, and value creation. Continuous improvement frameworks ensure that governance systems evolve with regulatory changes, emerging risks, and stakeholder expectations. Investments in ethical governance, risk management, data protection, and digital security strengthen organisational stability.

By embedding integrity, accountability, transparency, and responsibility into its governance systems, the organisation builds a strong foundation for sustainable growth. Governance is positioned not only as a compliance requirement, but as a strategic enabler of trust, resilience, and long-term organisational success.

SUSTAINABLE PROCUREMENT



Responsible Sourcing, Ethical Supply Chains, and Value Chain Sustainability

Sustainable procurement is a core pillar of the organisation's sustainability strategy and value creation model. The organisation recognises that its environmental, social, and governance impacts extend beyond internal operations and are significantly influenced by its supply chain. Accordingly, procurement systems are designed not only to ensure operational efficiency and cost effectiveness, but also to promote ethical conduct, environmental responsibility, social compliance, and long-term supply chain resilience.

The sustainable procurement framework integrates ESG principles into sourcing, supplier selection, contracting, performance monitoring, and relationship management. Procurement decisions are guided by responsible sourcing principles, risk-based assessments, and sustainability criteria, ensuring that suppliers and business partners align with the organisation's environmental, social, and ethical standards.

Governance and Policy Framework

Sustainable procurement is governed through structured policies, procedures, and accountability systems. Procurement policies incorporate environmental protection, labour standards, ethical business conduct, and regulatory compliance requirements. Roles and responsibilities are clearly defined across procurement, operations, quality, and compliance functions, ensuring coordinated implementation of sustainability objectives.

Governance structures ensure that sustainability considerations are embedded into procurement decision-making processes. Oversight mechanisms, internal controls, and management reviews ensure accountability and consistency. This integrated governance approach ensures that procurement supports long-term sustainability goals and organisational resilience.

Supplier Selection and Qualification

Supplier selection processes incorporate sustainability criteria alongside technical, quality, and commercial requirements. Environmental performance, health and safety practices, labour standards, regulatory compliance, and ethical conduct are assessed as part of supplier qualification. Risk-based screening processes identify high-risk suppliers and supply chain vulnerabilities.

Suppliers are evaluated based on compliance with applicable laws, environmental regulations, occupational health and safety standards, and ethical business practices. Preference is given to suppliers demonstrating responsible environmental management, social responsibility, and governance maturity. This approach strengthens supply chain integrity and reduces ESG risks.

Supplier Self-Assessment and ESG Disclosure

The organisation implements structured supplier self-assessment mechanisms to evaluate ESG performance across its supply base. Suppliers are required to complete sustainability and compliance questionnaires covering environmental management, labour practices, health and safety, ethical conduct, data protection, and regulatory compliance.

Self-assessment data is used for risk profiling, supplier segmentation, and prioritisation of engagement actions. Documentation and disclosures support transparency and traceability. Periodic reassessments ensure continuous alignment with sustainability standards. This system enables scalable ESG evaluation across the supply chain.

Supplier On-Site Audits and Verification

To strengthen assurance and credibility, the organisation conducts risk-based supplier on-site audits as part of its sustainable procurement programme. Audits assess compliance with environmental, social, health and safety, labour, and ethical standards. Verification processes include document reviews, site inspections, worker interaction, and operational assessments.

Audit findings are documented and tracked through corrective action plans. Non-compliance issues are addressed through defined remediation timelines and follow-up assessments. On-site audits enhance transparency, accountability, and supply chain integrity. This verification framework strengthens ESG risk management and responsible sourcing.

Buyer Performance Training and Procurement Capacity Building

The organisation recognises that sustainable procurement performance is directly influenced by the capability and decision-making of procurement professionals. Structured buyer performance training programmes are implemented to strengthen ESG integration in sourcing and supplier management.

Training covers responsible sourcing principles, ESG risk identification, ethical procurement practices, regulatory compliance, supplier evaluation, and sustainability-based decision-making. Buyers are equipped to assess environmental, social, and governance risks within procurement processes. Continuous learning programmes ensure that procurement teams remain aligned with evolving sustainability standards and regulatory expectations. This capacity-building approach ensures consistent, responsible, and sustainability-driven procurement decisions.

Responsible Sourcing and Environmental Stewardship

The organisation promotes responsible sourcing practices that minimise environmental impacts across the value chain. Preference is given to environmentally responsible raw materials, low-impact inputs, and resource-efficient products. Sustainable material selection reduces carbon footprint, waste generation, and resource depletion. Environmental stewardship is integrated into procurement through supplier environmental performance assessments, responsible material sourcing, and lifecycle considerations. These practices support climate action, resource efficiency, and circular economy principles, contributing to long-term environmental sustainability.

Ethical Standards and Labour Practices

Ethical conduct and respect for human rights are central to the sustainable procurement framework. Suppliers are expected to comply with ethical standards, labour laws, and human rights principles, including fair wages, safe working conditions, non-discrimination, and prohibition of child or forced labour.

Supplier codes of conduct and contractual clauses define ethical expectations and compliance obligations. Monitoring mechanisms, self-assessments, and audits support verification of labour and social practices. This ensures that social sustainability is embedded across the supply chain.

Supplier Engagement and Capacity Building

The organisation adopts a partnership-based approach to supplier relationships. Engagement frameworks promote collaboration, transparency, and continuous improvement. Suppliers are supported through communication, training, and knowledge-sharing initiatives to strengthen sustainability performance.

Capacity-building programmes encourage suppliers to improve environmental management, safety standards, ethical compliance, and operational efficiency. Long-term partnerships are built on shared sustainability values, trust, and mutual growth. This approach strengthens supply chain resilience and shared value creation.

Risk Management and Supply Chain Resilience

Sustainable procurement integrates risk management into supply chain governance. Environmental, social, ethical, operational, and regulatory risks are systematically identified and assessed. Risk mapping and supplier segmentation enable prioritised interventions and controls.

Diversified sourcing strategies, supplier risk profiling, and contingency planning strengthen supply chain resilience. Continuous monitoring ensures early identification of disruptions and vulnerabilities. This proactive approach enhances business continuity and long-term stability.

Performance Monitoring and Continuous Improvement

Supplier performance is monitored through structured assessment frameworks, self-assessments, audits, and reviews. ESG performance indicators are integrated into supplier evaluation systems. Non-compliance is addressed through corrective action plans and engagement processes.

Continuous improvement frameworks promote progressive enhancement of supplier sustainability performance. Data collection, reporting systems, and performance benchmarking strengthen transparency and accountability. These mechanisms ensure that sustainable procurement evolves with regulatory expectations, stakeholder needs, and sustainability goals.

Transparency, Accountability, and Value Creation

Transparency and accountability underpin the sustainable procurement system. Documentation, reporting mechanisms, and traceability systems ensure visibility across the supply chain. Stakeholder trust is strengthened through responsible sourcing and ethical supply chain practices.

By integrating sustainability into procurement, the organisation creates long-term value through risk reduction, resilience, operational stability, and positive social and environmental impact. Sustainable procurement is positioned not only as a compliance function, but as a strategic driver of sustainable growth, stakeholder confidence, and long-term business success.

Our Sustainability Highlights FY 2024-25



This report presents Yash Speciality Chemical LLP's key achievements and data metrics from the past year, reflecting our commitment to Environmental, Social, and Governance (ESG) goals. The following highlights represent our progress across critical sustainability areas.

Environment



Penalties

₹ 0 of Penalties in accordance with environment regulations outlined in the bylaws.

Air Quality

	NOx Emissions (PPM)	SOx Emissions (PPM)	PM (mg/NM3)
Boiler (Stack 1)	10.833	3.083	5
DG Set (Stack 2)	23.0833	16.166	72.33

Volatile Organic Compounds (VOCs) were BDL (Below Detectable Limit)

Social



22

In FY2024, the new hire stands at

0

Reported workplace accidents or fatalities

Male

17.6 hrs

Avg. training per employee

142%

Increase in health & safety training participation

Female

14.25 hrs

Avg. training per employee

102%

Ratio of basic salary and remuneration of women to men

0

No. of discrimination case

Governance



0

Reported cases of Whistleblower, Corruption & Bribery

100%

Supply Chain Sustainability - buyers trained on sustainability

48%

Local Procurement

100%

Employee Benefits

Life Insurance, Health Care, Disability Coverage, Parental Leave,
Retirement Provisions provided

SDG Progress Reporting



At YSCL, our sustainability efforts are strategically aligned with the United Nations Sustainable Development Goals (SDGs). This alignment enables us to address global challenges effectively while driving our corporate sustainability vision forward. Below is an overview of our progress toward the SDGs most relevant to our operations and values

SDG

Actions



1. Providing social safety nets (policies and programs that help individuals and families manage risk and volatility)
2. Promoting access to economic opportunities: Employment is a key factor in economic opportunity and is often the main source of income that provides a family with food, childcare, educational opportunity, and medical care.
3. Supporting local economies



1. Supporting local communities through employment generation
2. Providing skills training for workers
3. Engaging in corporate social responsibility (CSR) projects



1. Supporting sustainable agriculture by producing agrochemicals
2. Supporting pharma industries by producing intermediate chemicals
3. Ensuring ethical supply chain practices



1. Partnering with educational institutions to provide training and internships
2. Offering scholarships for educations



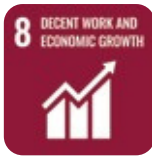
1. Promoting women in leadership roles in chemical manufacturing
2. Ensuring equal pay and opportunities in the workforce
3. Creating a gender-inclusive workplace



1. Reducing water usage in manufacturing processes
2. Treating and recycling water used in production
3. Ensuring proper chemical waste disposal to prevent water contamination



1. Investing in renewable energy for manufacturing plants
2. Reducing energy consumption through process optimization
3. Promoting clean energy solutions like solar for energy needs



1. Providing fair wages and benefits
2. Ensuring safe working conditions in chemical plants
3. Supporting skill development and growth opportunities for employees



1. Upgrading infrastructure for energy efficiency
2. Innovating in chemical production techniques to reduce environmental impact



1. Promoting diversity and inclusion in hiring
2. Ensuring equitable access to career development



1. Reducing industrial pollution in urban areas



1. Encouraging sustainable production by minimizing waste
2. Supporting recycling and reusability of chemicals



1. Reducing greenhouse gas emissions from chemical manufacturing
2. Implementing energy-efficient processes to mitigate climate change



1. Reducing chemical runoff into water bodies
2. Implementing eco-friendly disposal practices



1. Promoting sustainable agricultural chemicals
2. Reducing deforestation by offering eco-friendly alternatives



1. Ensuring compliance with environmental and safety regulations
2. Supporting transparency and ethical practices in chemical manufacturing
3. Strengthening partnerships with government and NGOs for better regulations



1. Collaborating with government bodies, NGOs, and industries for manufacturing
2. Sharing knowledge and best practices with global partners
3. Participating in industry-wide sustainability initiatives



Sustainability Initiatives for FY 2024-25



At YSCL, sustainability is at the core of our operations. In FY 2024, we are accelerating our efforts across environmental, social, and governance (ESG) domains to create long-term value for our stakeholders. Our initiatives focus on reducing our environmental footprint, fostering inclusive growth, and ensuring ethical business practices. Through these actions, we aim to reinforce our leadership in sustainable specialty chemicals manufacturing while aligning with global ESG standards and regulatory requirements.

Environmental Initiatives

1. Climate Action & Energy Efficiency (SDG 7, 13)

- Investing in renewable energy solutions such as solar and wind energy to power manufacturing units.
- Enhancing process efficiency to reduce energy consumption and carbon footprint.

2. Water Stewardship & Responsible Chemical Use (SDG 6, 14)

- Implementing advanced wastewater treatment and water recycling technologies.
- Ensuring proper chemical waste disposal to prevent contamination of natural water bodies.

3. Sustainable Production & Circular Economy (SDG 9, 12, 15)

- Innovating in green chemistry to develop eco-friendly and biodegradable products.
- Promoting recycling, material recovery, and waste reduction strategies to achieve zero waste to landfill.

4. Biodiversity & Land Protection (SDG 14, 15)

- Reducing deforestation by offering sustainable and environmentally friendly alternatives to hazardous chemicals.
- Ensuring minimal chemical runoff into soil and water bodies to protect marine and terrestrial ecosystems.

Aligned SDGs



Social Initiatives

1. Workforce Well-Being & Safety (SDG 3, 8)

- Ensuring safe and ethical working conditions in all chemical plants.
- Providing comprehensive health and safety training for employees and contractors.

2. Employment Generation & Economic Inclusion (SDG 1, 2, 8, 10)

- Creating local employment opportunities and supporting economic development.
- Offering skills training and career development programs to empower workers.

3. Gender Equality & Inclusive Workplace (SDG 5, 10)

- Creating opportunities for women in roles across our operations.
- Implementing equal pay policies and diversity hiring programs.

4. Community Engagement & CSR (SDG 4, 11)

- Partnering with educational institutions for training, internships, and scholarships.
- Supporting local communities through healthcare, education, and infrastructure development projects.

Aligned SDGs



Governance Initiatives

1. Corporate Governance & Ethical Business Conduct (SDG 16, 17)

- Strengthening board oversight on ESG matters and ensuring compliance with global regulatory frameworks.
- Implementing anti-corruption policies and whistleblower protection mechanisms to uphold business integrity.

2. Transparency & ESG Reporting (SDG 16, 17)

- Aligning sustainability disclosures with GRI, SASB, TCFD, and CDP frameworks.
- Engaging with stakeholders through transparent ESG reporting.

3. Cybersecurity & Data Privacy (SDG16)

- Enhancing data protection measures to safeguard intellectual property and customer data.
- Conducting regular cyber risk assessments to mitigate security threats.

4. Industry Collaboration & Policy Advocacy (SDG 17)

- Collaborating with government bodies, NGOs, and industry associations to advance sustainability initiatives.
- Supporting research and innovation in sustainable chemical manufacturing.

Aligned SDGs



ESG KPI



Global Reporting Initiative (GRI) Standards and GHG Protocol Alignment

The company has adopted the Global Reporting Initiative (GRI) Universal Standards 2021 as the primary framework for evaluating, monitoring, and reporting sustainability performance. All material environmental, social, and governance (ESG) data and disclosures are aligned with the GRI Standards to ensure consistency, transparency, and comparability. This approach enables the organisation to systematically assess impacts, risks, and opportunities while benchmarking performance against globally recognised sustainability best practices. Through GRI-aligned reporting, the company provides stakeholders with a clear, credible, and structured view of its sustainability performance, reinforcing accountability and informed stakeholder engagement.

In parallel, the company aligns its greenhouse gas (GHG) emissions measurement, management, and reporting with the Greenhouse Gas (GHG) Protocol. This internationally recognised framework provides a robust methodology for quantifying emissions across relevant scopes and operational boundaries, supporting accurate emissions accounting and strategic decarbonisation planning. Adoption of the GHG Protocol strengthens the transparency, consistency, and verifiability of emissions data, ensuring alignment with global climate action objectives and supporting the company's long-term climate strategy and environmental stewardship commitments.

The GRI logo consists of the letters "GRI" in a bold, white, sans-serif font, centered within a dark blue circular background.

GRI



ESG KPI

ENVIROMENTAL KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline	FY 2025-26 (April-Dec) Performance Year	FY 2029-30 (Target)
Greenhouse Gas (GHG) (Carbon Footprint or intensity)					
Gross Scope 1 GHG emission (tCO2eq)	1069.67	1587.45	2391.59	2272.01/ 1257.61	2224.18
Gross Scope 2 GHG emission (tCO2eq)	1126.07	1499.12	2088.04	1983.64/ 2238.05	1920.99
Gross Scope 3 GHG emission (tCO2eq)	1413.72	10853.67	19342.95	18375.80/ 16560.14	17988.94
Gross Scope 3 Downstream GHG Emission (tCO2eq)	205.87	2895.82	4533.21	4442.55/ 3179.16	4306.55
Gross Scope 3 Upstream GHG Emission (tCO2eq)	977.02	7649.39	14229.15	13,944.57/ 12523.58	13517.69
GHG emissions					
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	35.00	30.99	38.69	37.91/ 37.89	36.75
Cover of relevant People Trained on GHG Emissions (%)	0%	25%	50%	60%/ 70%	100%
% of suppliers engaged in GHG reduction initiatives /Programs	0%	0%	40%	40%/ 47%	90%
% of partnered suppliers implementing GHG reduction measures	0%	0%	10%	30%/ 42%	50%
Total gross annual revenue (in Cr)	75.91	99.58	115.79	92.25	100
Environmental Complaints					
# of Complaints	0	0	0	0 / 0	0
Energy					
Total Energy consumed (in GJ)	23516.10	34576.55	35804.59	35,446.54/ 24,881.83	30,433.90
Energy Intensity (GJ /Revenue (in Cr.))	309.79	347.22	309.22	306.13/ 269.72	303.04
Renewable Energy against Total Energy (%)	0%	0%	0%	0%/ 0%	30%

ENVIROMENTAL KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Total Renewable Energy Consumption (KWH)	0	0	0	0/ 0	5,35,184
% of Relevant persons Trained on Energy Efficiency	0%	0%	60%	100%/ 100%	100%
Water					
Total Water consumption (in Kilo Litres / Year)	16413	18522	23560	23088/ 15148	16492
Total Water Recycled and Reused (in Kilo Litres / Year)	2648	3913.972	9293.662	9500/ 7632.697	9700
Total Rainwater Harvested (in Kilo Litres / Year)	0	0	0	0/0 (under construction)	100
Total Water Treated (In % of Total Water consumption)	0%	100%	100%	100%/ 100%	100%
Water Intensity (Water consumed / Revenue (in Cr.))	216.22	186.00	203.47	200/164.21	137.43
Influent Wastewater Quality (Before Treatment).					
Pollutants present in wastewater Total Suspended Solids (milligram / Litre)	78300	66300	50523	75033	--
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)	2500	2410	2053	1975	--
ZLD Performance Indicators					
Effluent Discharge / Off site wastewater discharge (KL)	0	0	0	0	0
% relevant People Trained on Water Efficiency	0%	0%	0%	100%/ 100%	100%
Air Pollution					
SOx (microgram/Nm ³) (Limit / Result)	350/ 17.17	350/ 13.83	350/ 15.08	350/ 13.44	350
NOx (microgram/Nm ³) (Limit / Result)	300/ 28	300/ 27.92	300/ 28.92	300/ 31.11	300

ENVIROMENTAL KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
PM10 (mg/M ³) (Limit /Result)	100 / 70.08	100 /72.83	100 /73.33	100 / 69	100
PM2.5 (mg/M ³) (Limit /Result)	60 / 27	60 / 27.83	60 /26.92	60 / 26.44	60
Air Pollution					
Ammonia (mg/Nm ³) (Limit / Result)	400 / 29.67	400 / 27.25	400 / 34.75	400 / 36.67	400
Lead (mg/Nm ³) (Limit / Result)	1 / BDL	1 / BDL	1 / BDL	1 / BDL	1
Ozone (mg/Nm ³) (Limit / Result)	180 / 28.25	180 / 19.58	180 / 25.33	180 / 26.11	180
% of relevant employees who completed training on specific environmental issues	100%	100%	100%	100%/ 100%	100%
% of operational sites evaluated for specific environmental risks	100%	100%	100%	100%/ 100%	100%
Light					
Cases of Non Compliance of IS – 3646 Standard Part – III	0	0	0	0/0	0
Noise					
Day Time Noise Level dB (A) Leq Near Plant (Limit/Actual)	75/ 69.43	75/ 67.61	75/ 67.65	75/ 68.76	75
Night time Noise Level dB (A) Leq Near Plant (Limit/Actual)	70/ 63.38	70/ 60.58	70/ 61.9	70/ 62.84	70
Odor					
Odor Complaints per Year (Actual)	0	0	0	0/0	0
Average Odor Complaint Resolution Time (Days)	NA	NA	NA	NA/NA	NA
Traffic & Road Congestion					
Daily Vehicle Movement Count	9.93	10.46	14.49	14.50/14.45	14
Peak-Hour Delivery Reduction (%)	45%	50%	65%	75%/ 80%	90%
Employee Sustainable Transportation Usage (%)	NIL	NIL	NIL	1%/ 1%	5%
Traffic-Related Community Complaints (Per Year)	0	0	0	0/0	0
Percentage of employees trained on biodiversity	0%	0%	0%	3% / 5%	100%

ENVIROMENTAL KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Biodiversity Conservation					
Complaints received on Biodiversity	0	0	0	0/0	0
Number of native species supported	0	0	0	0/0	3
% of total department covered in Internal risk assessment Biodiversity	0%	0%	0%	100%/ 100%	100%
Raw Materials					
Consumption of Hazardous Raw Materials (in Metric Tonnes)	10	35	65	200/ 170	190
Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	3.42	4.99	6.99	6.92/ 9.37	6.85
Raw Materials					
Number of accidental pollution events due to company operations	0	0	0	0/0	0
Waste					
Total non-Hazardous Waste Generation (in Metric Tonnes)	0.50	2	3	3/3	3
Total Hazardous Waste Generation (in Metric Tonnes)	331.1	542.76	953.18	943.65/861.3 4	905.52
Total waste Generated (in Metric Tonnes)	346.13	552.86	961.28	951.66/ 871.34	913.22
Total weight of waste Reused (MT / Year)	0	0	0	0/0.5	5
Total weight of waste Recovered (MT / Year)	0	0	0	0.10/0.15	10
% of total waste from company operations diverted from landfills	0%	0%	0%	0%/ 0.1%	2%
Product Use					
Number of safety related incidents reported during product use to ensure customer safety and product reliability.	0	0	0	0/0	0
Customer satisfaction score achieved during customer feedback.	86%	92%	91%	95%/95%	100%

ENVIROMENTAL KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Resource Savings from resource-efficient product designs. (%)	0%	0%	0%	0%/0%	0.5%
Product end of-life					
Reporting on Product End of Life Treatment (Actual)	0	0	0	0/0	3
Number of partnerships with external stakeholders for product and packaging end-of life management.	0	0	0	0/0	1/
Product end of-life					
% of sold products returned through official takeback or reverse logistics programs.	0%	0%	0%	0%/0%	0%
Proportion of recovered product/packaging materials successfully recycled or reused.	0%	0%	0%	0%/ 0%	2%
% of Product Lines with Clear End-of-Life Instructions	100%	100%	100%	100% /100%	100%
Sustainable Consumption					
% of customers covered in awareness session on disposal of product after use	0%	50%	55%	60%/75%	100%
% of company's customer base has actively engaged in sustainable consumption practices	0%	50%	50%	60%/ 70%	90%
Environmental Services and Advocacy					
Number of workshops/training sessions held to educate consumers on sustainability (Actual)	0	0	0	1/1	2
Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Actual)	0	0	0	0/0	2
% of used products Recycled or Repurposed	0%	0%	0%	0%/ 0.5%	1%
Certification					
% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001)	100%	100%	100%	100% / 100%	100%
Sustainable Sourcing					
% of relevant Employees Trained Sustainable Sourcing of Raw material	25%	50%	100%	100% / 100%	100% / 100%
% of Sustainable Sourcing of Raw material	0%	0%	44%	50% / 59%	80%

Social KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Employment					
Child Labour (%)	NIL	NIL	NIL	NIL / NIL	NIL
Force Labour (%)	NIL	NIL	NIL	NIL / NIL	NIL
Human Trafficking (%)	NIL	NIL	NIL	NIL / NIL	NIL
# of Child & forced labor Audits conducted	0	0	0	1/1	2
# of Child & forced labor incidents reported	0	0	0	0/0	0
Attrition Ratio (%)	32.87%	25.19%	12.00%	20% / 16.00%	20%
Total Training Hours of employees	1264	1920	2768	2770/ 2784	2900
Avg. Training Hours per employee	10.53	16.00	23.07	23.10 / 23.20	25
Average Salary above Minimum Wages (Rs.)	38,054.3	41,929	43,112.75	45,000 / 47,102.5	48,000
Employees Above Minimum wage rules	100%	100%	100%	100% / 100%	100%
Subcontractor's Workers Covered under Minimum Wage rules	100%	100%	100%	100% / 100%	100%
Hiring of Local People (%)	96%	97%	97%	97% / 97%	97%
Hiring of People with Disability	0	0	0	0 / 0	2
Health & Safety Incidents / Accidents					
Lost time injury (LTI) frequency rate for direct workforce	0	0	0	0 / 0	0
Lost time injury (LTI) frequency rate for Subcontractor's Workers	0	0	0	0 / 0	0
Lost time Severity (LTS) frequency rate for Employees	0	0	0	0/0	0.00
Lost time Severity (LTS) frequency rate for Subcontractor's Workers	0	0	0	0/0	0
# of Work-related Accidents	0	0	0	0 / 0	0
# of Fatal Incidents	0	0	0	0 / 0	0
Number of days lost to work-related injuries, fatalities and ill health	0	0	0	0 / 0	0
People Trained on Health & Safety issues (in Manhours)	309	95.5	354	400/ 793	500

Social KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Number of employee health & safety risk assessment has been conducted	1	1	1	2/ 2	2
% of absenteeism rate	3.5%	3.2%	3.0%	2.9/ 2.0%	2%
External Stakeholder Human Rights					
Number of External human rights violations identified in audits	0	0	0	0/ 0	0
% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.)	0%	0%	44%	50% / 59%	100%
Number of human rights impact assessments performed	0	0	0	0/ 1	2
% of raw material suppliers audited for human rights compliance	0%	0%	44%	50% / 59%	100%
Number of External human rights-related grievances received and resolved	0	0	0	0/ 0	0
Number of community consultations held on human rights issues.	0	0	0	0/ 0	2
Human Rights					
% of direct employees covered by a Minimum wage benchmarking analysis	100%	100%	100%	100%/ 100%	100%
% of direct employees paid below Minimum wage	0%	0%	0%	0%/ 0%	0%
% of all employees paid below Minimum wage, including direct employees and non-employee workers	0%	0%	0%	0%/ 0%	0%
% of average wage gap for direct employees paid below Minimum wage against a Minimum wage benchmark	0%	0%	0%	0%/ 0%	0%
Average unadjusted gender pay gap	0%	0%	0%	0%/ 0%	0%
Human Rights					
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	1.65	1.79	1.7	1.7/ 1.83	1.7
Subcontractor's Workers in Agreement with Employee Code of Conduct (%)	100%	100%	100%	100%/ 100%	100%
# of Complaints reported on Child Labour / Human Trafficking	NIL	NIL	NIL	NIL /NIL	NIL

Social KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
# of Complaints reported on Sexual Harassment	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Discrimination (Internal)	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Discrimination by Suppliers	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Discrimination by Customers	NIL	NIL	NIL	NIL /NIL	NIL
Human Rights					
# of Complaints reported on Discrimination by Other Stakeholders	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Data Privacy / Security (Internal)	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Data Privacy / Security by Suppliers	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Data Privacy / Security by Customers	NIL	NIL	NIL	NIL /NIL	NIL
# of Complaints reported on Data Privacy / Security by Other Stakeholders	NIL	NIL	NIL	NIL /NIL	NIL
% of People Trained on Human Rights issues	35%	64%	83%	90%/ 96%	100%
% of operational sites evaluated for human rights risks and impacts	0%	0%	0%	100%/ 100%	100%
Career Management & Training					
% of employees who received skills-related training	80%	100%	100%	100%/ 95.38%	100%
Number of skills trainings provided	2	2	2	2/ 2	3
Awareness Session conducted on Career Management	0	0	1	1/ 2	2
% employees who received regular performance and career development reviews	100%	100%	100%	100%/ 100%	100%
# of Internal Mobility Cases	0	0	0	0/0	5

Social KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Diversity, Equity and Inclusion					
Gender balance at Organization Board (Women to Men %)	0%	0%	0%	1% / 0%	1%
Percentage of employees from a minority and/or vulnerable group in the whole organization	27%	24%	32%	32%/ 34%	35%
Percentage of employees from a minority and/or vulnerable group at top management level	0%	0%	0%	1% / 0%	2%
People Trained on Gender Equality	0	20	60	90/ 100	150
% of women within the organization's board	0%	0%	0%	1% / 0%	1%
% of women at top management level	0%	0%	0%	1% / 0%	1%
% of women employed in whole organization	4%	4%	5%	6%/ 6%	10%
% of the total workforce trained on diversity, equity and inclusion	0%	29%	46%	50%/ 63%	100%
Discrimination and Harassment					
Percentage of Employees Trained on Anti-Discrimination and Harassment	82%	67%	89%	90% / 90%	100%
# of Employee Resource Groups Conducted	5	3	5	5/5	5
Number of identified discrimination or harassment incidents or corrective actions	NIL	NIL	NIL	NIL/NIL	NIL
Percentage of Departments with Zero Reported Incidents # of Hours Worked	100%	100%	100%	100%/100%	100%
Working Conditions					
# of Hours Worked (Man hours)	507592	589880	589880	636128	637000
% of your plants and offices that were assessed	100%	100%	100%	100%/100%	100%
Incident of non-potable drinking water identification	NIL	NIL	NIL	NIL/NIL	NIL
Incident of non compliance of working conditions principles	NIL	NIL	NIL	NIL/NIL	NIL
% of employees satisfied with working condition	81%	NA	82%	100%/NA	100%

Social KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Working Conditions					
% of employees covered by health insurance	100%	100%	100%	100%/100%	100%
Social Audits					
% of operational sites undergone the Labour and Human Rights Assessments	100%	100%	100%	100%/100%	100%
Social Dialogue					
% Of the total workforce represented in formal joint management-worker health & safety committees	50%	50%	50%	100% /50%	100%
% of employee covered by formal collective agreements	0%	0%	0%	100% / 100%	100%
% of employees covered by formally elected employee representatives	0%	0%	0%	2% / 5%	100%
Complaints registered on the violation of Collective Bargaining Agreement	0	0	0	0/0	0
Corporate Social Responsibility					
Amount Spent on CSR (Lac)	3.14	2.06	6.2	10/ 21.6	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)	100%	100%	100%	100% / 100%	100%

GOVERNANCE KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Anti Corruption & Bribery					
# of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	NIL/NIL	NIL
Number of confirmed corruption incidents	NIL	NIL	NIL	NIL/NIL	NIL
People Trained on Anti Corruption & Bribery (in Man hours)	0	0	0	50/72	100
% of trading partners covered by a due diligence process on corruption	0%	0%	50%	100% / 100%	100%
Information Security					
Data Breach Incidents	NIL	NIL	NIL	NIL/NIL	NIL
Data Retention Compliance	100%	100%	100%	100%/100%	100%
Information Security					
# of Complaints reported on Information Security Breach	NIL	NIL	NIL	NIL/NIL	NIL
# of confirmed Information Security Incidents	NIL	NIL	NIL	NIL/NIL	NIL
% of trading partners covered by a due diligence process on Information security	0%	0%	50%	100% / 100%	100%
User Complaints	NIL	NIL	NIL	NIL/NIL	NIL
Value Chain					
Suppliers evaluated for CSR Performance (in %)	0%	0%	44%	50% / 59%	100%
Suppliers evaluated for CSR Reporting (Onsite) (in %)	0%	0%	44%	50% / 59%	100%
Percentage of targeted suppliers covered by a CSR assessment	0%	0%	44%	50%/60%	100%
% of targeted suppliers that have gone through a sustainability assessment	0%	0%	44%	50%/59%	100%
% of targeted suppliers that have gone through a sustainability on-site audit	0%	0%	44%	50%/59%	100%
Average Number of Non-Conformities Found per supplier	0	0	0	0/2	0

GOVERNANCE KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Avg. Number of Corrective Actions taken / Supplier	0	0	0	2/2	0
Suppliers in Agreement with company Policies (in %)	0%	0%	100%	100% / 100%	100%
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	0%	0%	100%	100% / 100%	100%
Integration of sustainability clauses in supplier contracts	0%	0%	100%	100% / 100%	100%
% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	0%	0%	100%	100% / 100%	100%
% of all buyers who received training on sustainable procurement	0%	0%	100%	100% / 100%	100%
% of audited/assessed suppliers engaged in corrective actions or capacity building	0%	0%	0%	10%/10%	100%
Anti Competitive Practice					
Incident of Deceptive Advertising:	NIL	NIL	NIL	NIL/NIL	NIL
% departments covered under Risk Assessment / Internal Audit	0%	0%	0%	100% / 100%	100%
Ethics					
Percentage of total workforce trained on business ethics issues (%)	35%	64%	83%	90% / 96%	100%
Employee feedback on ethics training (. rate)	0%	0%	83%	90% / 96%	100%
Number of whistle blower reports received	NIL	NIL	NIL	NIL/NIL	NIL
% of risky trading partners covered by a due diligence process on corruption or information security	0%	0%	50%	100% / 100%	100%
Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	0%	0%	0%	100% / 100%	100%
Customer Health and Safety					
# of Product safety Related Incident	0	0	0	0/0	0
# of Product recalls	0	0	0	0/0	0
# Complaints related to use of products/ service	0	0	0	0/0	0

GOVERNANCE KPI

KPI	FY 2022-23 Reporting Year (Actual)	FY 2023-24 Reporting Year (Actual)	FY 2024-25 Baseline (Actual)	FY 2025-26 (April-Dec) Performance Year (Target/Actual)	FY 2029-30 (Target)
Customer Health and Safety					
Safety training sessions of Customers	0	0	1	1/ 2	5
Number of product safety-related customer feedbacks collected.	0	0	15	40/60	100/
Customer Participation					
Customer Participation Rate in Sustainability Session / Meeting	0%	0%	0%	85%/90%	100%
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	0%	0%	0%	85% / 90%	100%
Certifications					
% of all sites with an ethics certification, such as ISO 27001 or ISO 37001	0%	0%	0%	100%/100%	100%

GRI INDEX

GRI STANDARDS	Discloser	Page no.
2-1	Organization Details	03
2-2	Entities include in organization's sustainability report	03
2-3	Reporting period	06
2-4	Restatements of information	-
2-5	External Assurance	06
2-6	Activities, value chain and other business relationship	08
2-7	Employee	18
2-8	Workers who are not employees	18
2-9	Governance structure and composition	03
2-10	Nomination and selection of the highest governance body	06
2-11	Chair of the highest governance body	10
2-12	Role of the highest governance body in overseeing the management of impacts	21
2-13	Delegation of responsibility for managing impacts	22
2-14	Role of the highest governance body in sustainability reporting	06
2-15	Conflicts of interest	22
2-16	Communication of critical concerns	19
2-17	Collective knowledge of the highest governance body	-
2-18	Evaluation of the performance of the highest governance body	06

GRI INDEX

GRI STANDARDS	Discloser	Page no.
2-19	Remuneration policies	19
2-20	Process to determine remuneration	19
2-21	Annual total compensation ratio	20
2-22	Statement on sustainable development strategy	07
2-23	Policy commitments	11,19,22,26
2-24	Embedding policy commitments	11,19,22,26
2-25	Processes to remediate negative impacts	08
2-26	Mechanisms for seeking advice and raising concerns	08
2-27	Compliance with laws and regulations	09
2-28	Membership associations	28
2-29	Approach to stakeholder engagement	07
2-30	Collective bargaining agreements	21
3-1	Process to determine material topics	07
3-2	List of material topics	07
3-3	Management of material topics	07
201-1	Direct economic value generated and distributed	-
201-2	Financial implications and other risks and opportunities due to climate change	-
201-3	Defined benefit plan obligations and other retirement plans	-
201-4	Financial assistance received from government	-

GRI INDEX

GRI STANDARDS	Discloser	Page no.
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	20
202-2	Proportion Of Senior Management Hired From The Local Community	19
203-1	Infrastructure Investments And Services Supported	-
203-2	Significant Indirect Economic Impacts	23
204-1	Proportion Of Spending On Local Suppliers	31
205-1	Operations Assessed For Risks Related To Corruption	23
205-2	Communication And Training About Anti-Corruption Policies And Procedures	22
205-3	Confirmed Incidents Of Corruption And Actions Taken	23
206-1	Legal Actions For Anti-Competitive Behaviour, Anti-Trust, And Monopoly Practices	23
207-1	Approach To Tax	23
207-2	Tax Governance, Control, And Risk Management	23
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	8
301-1	Materials Used By Weight Or Volume	11
301-2	Recycled Input Materials Used	12
301-3	Reclaimed Products And Their Packaging Materials	12
302-1	Energy Consumption Within The Organization	14
302-2	Energy Consumption Outside Of The Organization	14
302-3	Energy Intensity	14

GRI INDEX

GRI STANDARDS	Discloser	Page no.
302-4	Reduction Of Energy Consumption	14
302-5	Reductions In Energy Requirements Of Products And Services	14
303-1	Interactions With Water As A Shared Resource	15
303-2	Management Of Water Discharge-Related Impacts	15
303-3	Water Withdrawal	15
303-4	Water Discharge	15
303-5	Water Consumption	15
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	16
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	16
304-3	Habitats Protected Or Restored	16
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	16
305-1	Direct (Scope 1) GHG Emissions	14
305-2	Energy Indirect (Scope 2) GHG Emissions	14
305-3	Other Indirect (Scope 3) GHG Emissions	14
305-4	GHG Emissions Intensity	14
305-5	Reduction Of GHG Emissions	14
305-6	Emissions Of Ozone-Depleting Substances (ODS)	16

GRI INDEX

GRI STANDARDS	Discloser	Page no.
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	16
306-1	Waste generation and significant waste-related impacts	12
306-2	Management of significant waste-related impacts	12
306-3	Waste generated	12
306-4	Waste diverted from disposal	12
306-5	Waste directed to disposal	12
308-1	New suppliers that were screened using environmental criteria	26
308-2	Negative environmental impacts in the supply chain and actions taken	26
401-1	New employee hires and employee turnover	19
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	19
401-3	parental leave	20
402-1	Minimum notice periods regarding operational changes	20
403-1	Occupational health and safety management system	19
403-2	Hazard identification, risk assessment, and incident investigation	19
403-3	Occupational health services	19
403-4	Worker participation, consultation, and communication on occupational health and safety	19
403-5	Worker training on occupational health and safety	19

GRI INDEX

GRI STANDARDS	Discloser	Page no.
403-6	Promotion of worker health	19
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19
403-8	Workers covered by an occupational health and safety management system	19
403-9	Work-related injuries	19
403-10	Work-related ill health	19
404-1	Average hours of training per year per employee	20
404-2	Programs for upgrading employee skills and transition assistance programs	20
404-3	Percentage of employees receiving regular performance and career development reviews	20
405-1	Diversity of governance bodies and employees	20
405-2	Ratio of basic salary and remuneration of women to men	20
406-1	Incidents of discrimination and corrective actions taken	20
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	28
408-1	Operations and suppliers at significant risk for incidents of child labour	28
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	28

GRI INDEX

GRI STANDARDS	Discloser	Page no.
410-1	Security personnel trained in human rights policies or procedures	19
411-1	Incidents of violations involving rights of indigenous peoples	-
413-1	Operations with local community engagement, impact assessments, and development programs	40
413-2	Operations with significant actual and potential negative impacts on local communities	40
414-1	New suppliers that were screened using social criteria	28
414-2	Negative social impacts in the supply chain and actions taken	28
415-1	Political contributions	-
416-1	Assessment of the health and safety impacts of product and service categories	66
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	17
417-1	Requirements for product and service information and labelling	17
417-2	Incidents of non-compliance concerning product and service information and labelling	17
417-3	Incidents of non-compliance concerning marketing communications	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23

Conclusion and Commitment to a Sustainable Future



Reflecting on Our Achievements

At YSCL, we take pride in the progress we have made toward building a more sustainable and responsible business. Over the past year, we have strengthened our ESG governance, enhanced compliance measures, and advanced innovations in specialty chemicals to minimise environmental impact. Our investments in energy-efficient manufacturing, waste reduction initiatives, and sustainable product development have positioned us as an industry leader in responsible chemical production. By fostering a culture of integrity, transparency, and accountability, we have reinforced stakeholder trust and demonstrated our unwavering commitment to sustainability.

Looking Forward

As we look ahead, we recognise that sustainability is an evolving journey that requires continuous improvement and innovation. We remain dedicated to accounting for our emissions, enhancing circular economy principles, improving resource efficiency, and investing in green chemistry solutions that reduce emissions and environmental footprint. Strengthening our ESG risk management framework, embedding sustainability deeper into our supply chain, and leveraging technological advancements will be key priorities. In collaboration with industry partners, policymakers, and stakeholders, we aim to lead the transition toward a low-carbon, resilient, and responsible future.

Our Promise to Stakeholders

Yash Specialty Chemicals is committed to driving meaningful change through responsible business practices. We will continue to uphold the highest standards of governance, prioritize ethical business conduct, and maintain transparent ESG disclosures to keep our stakeholders informed and engaged. Our sustainability efforts will remain deeply embedded in our corporate strategy, ensuring that we deliver long term value while safeguarding the environment, empowering communities, and promoting a culture of innovation. Together, with the support of our employees, partners, and customers, we are shaping a sustainable future—one where business success and environmental stewardship go hand in hand.

Our Thanks to Stakeholders

We sincerely thank our employees, partners, suppliers, and customers for their continued support and commitment to YSCL's sustainability journey. Your collaboration and commitment have been instrumental in reaching the milestones highlighted in this report. Together, we are shaping a future where innovation and sustainability go hand-in-hand to tackle global challenges.

A Shared Vision for Tomorrow

Looking ahead, YSCL is eager to strengthen its impact in building a sustainable world, developing technological solutions that create a positive legacy. Every step we take is driven by our vision, purpose, and steadfast commitment to responsible growth. In partnership with our stakeholders, we are excited to make a lasting impact on our planet, our people, and our collective future. Together, we are designing a future where technology and sustainability work in harmony, with Yash Speciality Chemical standing as a responsible, reliable, and innovative partner for a brighter tomorrow.

