

# KEY PERFORMANCE INDICATORS REPORT





**YASH RASAYAN & CHEMICALS**  
Plot: 417/3, G.I.D.C Estate, Phase-II, Panoli-394116,  
Ta. Ankleshwar, Dist. Bharuch, Gujarat India

**Doc. No.**

**YASH-KPI-MGT-01**

**Rev. No.**

**01**

**KPI/ Objective Monitoring Sheet**

**Effective Date.**

**01.04.2025**

## About the Report

This Key Performance Indicator (KPI) Report provides a comprehensive assessment of the Environmental, Social, and Governance (ESG) performance of Yash Rasayan and Chemicals. The report has been prepared in accordance with the GRI Universal Standards 2021 and follows the GHG Protocol for greenhouse gas accounting and reporting, ensuring transparency, accuracy, and alignment with global best practices.

Each KPI presented in this report is mapped to the relevant United Nations Sustainable Development Goals (SDGs) to demonstrate our contribution toward global sustainability objectives. The data collection process for this report covers key aspects such as environmental impact, energy efficiency, labor practices, human rights, business ethics, health & safety, and sustainable procurement.

To ensure credibility, the report has undergone third-party verification, further reinforcing our commitment to data integrity, accountability, and continuous improvement in ESG performance. This document serves as a roadmap, helping stakeholders track our sustainability journey, measure progress against set targets, and identify areas for enhancement as we work towards achieving our 2030 ESG goals.



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## Company Overview

### About Yash Rasayan and Chemicals

Yash Rasayan and Chemicals, founded in 1997, is a leading manufacturer of specialty chemicals and API intermediates in India. With a focus on quality and innovation, we supply to over 20 countries, including Europe. Our global reach is enhanced through YRC Global Chem, facilitating chemical sourcing in the USA and South America.

- Global Reach: Serving 20+ countries, with a strong presence in Europe.
- Advanced Manufacturing: cGMP-compliant facilities in Gujarat, India.
- Innovative Excellence: Continuously improving products and processes.
- Customer Focus: Reliable supply chains and dedicated after-sales support.

We proudly mark 27 years in the industry and sincerely thank our customers and partners for their continued trust and support. As we move forward, we remain committed to innovation and strive to become a leading name in the Speciality Chemicals and Pharma sectors.

### Started Development of Intermediates in our own R&D lab

We began developing pharmaceutical and specialty chemical intermediates in our own R&D lab. This milestone enhanced our innovation, product quality and ability to meet custom client needs.

### Strengthening Quality Standards

Achieved ISO 9001:2008 certification in 2008, reinforcing our commitment to quality and consistency. Received the One Star Export House certificate and established a dedicated QA/QC department to enhance product reliability.



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### **Global Expansion & Infrastructure Growth**

Commenced exports to Asia, Europe, the UK, and the Americas, marking our entry into global markets. Established new production plants to scale capacity and align with international quality and regulatory standards.

### **Technological Advancement & Sustainability**

Commissioned a new c-GMP-compliant plant equipped with advanced reactors, CF, and ANFD systems. Upgraded the in-house Effluent Treatment Plant (ETP) to strengthen our commitment to sustainable operations.



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## 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 make a tangible, positive impact on both the planet and our communities.



### 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.





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**KPI/ Objective Monitoring Sheet**

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks		
1	 <b>Environment GRI 302</b>	25% Reduction of Energy Consumption till 31st March 2030 from based year 2024-25.	GJ	EHS Head	3.03	2.27	2.88	3.95	0.54	0.41	0.57	0.49	0.42	0.41	1.08						3.95			
		Diesel Consumption	GJ		0.0500	0.04	0.05	1.87	0.3200	0.2000	0.3100	0.3000	0.2800	0.2700	0.1900							1.9		
		LPG Consumption	GJ		0.050	0.04	0.05	0.028	0.004	0.004	0.004	0.004	0.004	0.004	0.004							0.028		
		Electricity Consumption	GJ		2.93	2.20	2.78	2.05	0.22	0.21	0.26	0.19	0.14	0.14	0.89							2.1		
2	 <b>Environment GRI 302</b>	100% External Lighting Conversion to Renewable Sources till 31st March 2030 from based year 2024-25.	%	EHS Head	60%	100%	78%	45.94	60%	60%	60%	60%	60%	60%							45.94			
3	 <b>Environment GRI 305</b>	20% Reduction of Overall GHG Emissions till 31st March 2030 from based year 2024-25.	tCO2e	EHS Head	842.65	674.12	800.52	70.70	54.28	48.30	62.31	47.65	36.02	36.26	185.13						70.70			
		Scope-1 Emissions - 20% Reduction	tCO2e		250.46	200.37	237.94	59.32	45.0137	42.4205	53.1968	39.0225	27.7729	28.4053	#####							59.3		
		Scope-2 Emissions - 20% Reduction	tCO2e		592.2	473.75	562.58	7.813	9.263	5.876	9.109	8.632	8.243	7.859	5.708							7.8		
		Scope-3 Emissions - 20% Reduction	tCO2e		Initial - NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA								NA	
		GHG Intensity	tCO2e/ton		2.55	2.04	2.42	3.56	6.29	2.37	2.38	8.51	2.71	1.21	1.47								3.6	
4	 <b>Environment / Biodiversity GRI 303</b>	50% Reduction of Water Consumption till 31st March 2030 from based year 2024-25.	ML	EHS Head	1651.59	825.80	1238.69	744.370	127.35	112.8	124.72	103.5	92	92	92						744.37			
5	 <b>Environment GRI 303</b>	90% Reuse of water from waste water generation for every year (Maintain ZERO Liquid Discharge)	ML	EHS Head	1436.18	1292.56	574.47	647.280	110.74	98.09	108.45	90	80	80	80						647.28			
6	 <b>Environment / Waste GRI 306</b>	20% Reduction of Hazardous Waste Generation till 31st March 2030 from based year 2024-25.	KG	EHS Head	9509.8			5422.88	790.8	775.5	774.8	748.6	758.8	780.5	793.9						5422.88			
		Used Oil Waste	KG		110.00			64.00	8.00	8.00	10.00	10.00	10.00	8.00	10.00							64.000		
		Process Effluent Waste	KG		1436.18	7607.86	9034.3	647.28	110.74	98.09	108.45	90.00	80.00	80.00								647		
		Oil/ Grese Contaminated Cotton Waste	KG		56.70			32.00	4.00	4.00	5.00	5.00	5.00	4.00	5.00								32.000	
		Empty Drum/ Carboys Waste	KG		7679.00			4550.00	650.00	647.00	633.00	625.00	645.00	670.00	680.00								4550.000	
		Empty Contaminated Plastic Bags	KG		227.95			129.60	18.10	18.40	18.30	18.60	18.80	18.50	18.90								129.600	

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks		
7	 Environment / Waste GRI 306	20% Waste Sent for Recycling till 31st March 2030 from based year 2024-25.	KG	EHS Head	7907.0	6325.56	7116.3	4679.60	668.1	665.4	651.3	643.6	663.8	688.5	698.9						4679.60			
		Empty Drum/ Carboys Waste	KG		7679.00			4550.00	650.00	647.00	633.00	625.00	645.00	670.00	680.00								4550.000	
		Empty Contaminated Plastic Bags	KG		227.95			129.60	18.10	18.40	18.30	18.60	18.80	18.50	18.90									129.600
8	 Environment / Waste GRI 306	100% Spent Oil/Waste Chemicals for Recycling till 31st March 2030 from based year 2024-25.	KG	EHS Head	110.0	88.00	99.0	64.00	8.0	8.0	10.0	10.0	10.0	8.0	10.0						64.00			
		Used Oil Waste	KG		110.00			64.00	8.00	8.00	10.00	10.00	10.00	8.00	10.00								64.000	
9	 Environment / Materials GRI 303-1	25% Specific Chemical Consumption Reduction till 31st March 2030 from based year 2024-25.	In Ton	EHS Head	4730.6	3547.97	4494.1	1470.00	250.0	267.0	237.0	141.0	143.0	199.0	233.0						1470.00			
		Raw Material	In Ton		4730.62			1470.00	250.00	267.00	237.00	141.00	143.00	199.00	233.00								1470.000	
10	 Environment / Materials GRI 303-1	15% Specific Chemical Consumption Reduction (Alternative) till 31st March 2030 from based year 2024-25.	In Ton	EHS Head	4730.6	4021.03	4636.0	1470.00	250.0	267.0	237.0	141.0	143.0	199.0	233.0						1470.00			
		Raw Material	In Ton		4730.62			1470.00	250.00	267.00	237.00	141.00	143.00	199.00	233.00								1470.000	
11	 Environment / Waste GRI 306	2% Reduction of Non-Hazardous Waste Generation till 31st March 2030 from based year 2024-25.	MT	Store Manager	34.07	20.44	27.26	12.96	0.25	0.20	0.23	0.24	0.22	11.54	0.28						12.96			
		Wooden Palates	MT		22.7			11.30	0.00	0	0	0	0	11.30	0								11.300	
		Furniture	MT		2.87			1.66	0	0	0	0	0	0	0								1.660	
		Paper Waste	MT		8.5			0.00	0	0	0.000	0	0	0.000	0								0.000	
12	 Environment / Biodiversity GRI 305	Reduce 10% of air pollution till 31st March 2030 from based year 2024-25	MT	EHS Head	47.50	42.75	45.13	51.32	Particulate Matter												51.32			
			MT		11.80	10.62	11.21	14.24	Nox												14.24			
			MT		15.60	14.04	14.82	12.62	SO2												12.62			
13	 Labour & Human Rights GRI 408	To Maintain Child Labour Incidents	Nos	HR Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0						0			

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks	
14	Labour & Human Rights GRI 408 	To conduct 1 audit/year on Forced Labor, Human Trafficking Issues	Nos	HR Head	1	1	1	1	-	-	-	-	-	0	1							1	
15	Labour & Human Rights GRI 409 	To Maintain Forced Labor, Human Trafficking Incidents	Nos	HR Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0							0	
16	Labour & Human Rights GRI 416  	To maintain Product Safety Compliance till 31st March 2030 from based year 2024-25	Percentage	QAQC Head & EHS Head	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%							100%	
17	Labour & Human Rights GRI 416  	Maintaining Zero customer health and safety Complaints due to usage of our products	Nos	QAQC Head & EHS Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0							0	
18	Labour & Human Rights GRI 416  	To Maintain ZERO Incident related to Product Recall	Nos	QAQC Head & EHS Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0							0	
19	Labour & Human Rights GRI 416  	To provide 100% Customer Safety Awareness till 31st March 2030 from based year 2024-25	Nos	QAQC Head & EHS Head	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%							100%	
20	Labour & Human Rights GRI 304  	Maintaining Zero incident related to external stakeholders human rights violation due to environmental issues	Nos	HR Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0							0	
21	Labour & Human Rights GRI 406  	To Maintain ZERO Incident related to Discrimination and Harrassment	Nos	HR Head	ZERO	ZERO	ZERO	ZERO	0	0	0	0	0	0	0							0	
22	Labour & Human Rights GRI 407  	Min 50% Of Worker Part of as worker representative in social dialogue till 31st March 2030	Percentage	HR Head	40%	50%	50%	40%	120												40%		
		Total Nos of Worker							10														
		Nos of Employee Covered by employee Representative Percentage							4.00														
23	Labour & Human Rights GRI 402 	Increase Employee Satisfaction level from 90% to 95% till 31st March 2030	Percentage	HR Head	NIL - Initial Survey Done.	95.00%	80.00%	80.00%	80.00%												80.00%		
24	Labour & Human Rights GRI 405 	Min 20 Percentage of women ratio increased in relation to the whole organization till 31st March 2030.	Percentage	HR Head	10%	20%	12%	10%	10.00												10%		
		Total nos. of Women Employed							3														
		Total nos of Employee							30														

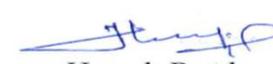
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25	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Min 10 Percentage of women ratio increased in relation to the top management till 31st March 2030.</b>	Percentage	HR Head	0%	10%	0%	0%	0.00												0%	
		Total nos. of Women Employed							2													
		Total nos of Employee							0													
26	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Reduce 20% of Average unadjusted gender pay gap till 31st March 2030</b>	Percentage	HR Head	90%	100%	95%	95%	Average Salary (INR) – Female: 43,333 - Average Salary (INR) – Male: 45,833												95%	
		(Average Pay of Women / Average Pay Of Men) x 100							95%													
27	<b>Labour &amp; Human Rights GRI 403</b>   	<b>100% coverage of all employee in health Insurance</b>	Percentage	HR Head	100%	100%	100%	100%	100												100%	
		Total Nos Of Employee							20													
		Number of employee covered Under Health Insurance							20													
28	<b>Labour &amp; Human Rights GRI 403</b>   	<b>100% coverage of all employee in health check up</b>	Percentage	HR Head	100%	100%	100%	100%	100												100%	
		Total Nos Of Employee							20													
		Number of employee covered Under Health check							20													
29	<b>Labour &amp; Human Rights GRI 404</b>   	<b>100% Training Provided on Business Ethics</b>	Percentage	HR Head	100%	100%	100%	100%	100												100%	
		Total Nos Of Employee							20													
		Number of employee covered Under Business Ethics							20													
30	<b>Career-Environment Management Training GRI 404</b>   	<b>100% of training provided to all employee on environment management</b>	Percentage	HR Head	100%	100%	100%	100%	100												100%	
		Total Nos Of Employee							20													
		Number of employee covered Under Environment Management Training							20													
31	<b>Career-Environment Management Training GRI 404, 403</b>   	<b>100% of training provided to all employee on Health &amp; Safety</b>	Percentage	HR Head	100%	100%	100%	100%	100												100%	
		Total Nos Of Employee							20													
		Number of employee covered Under Health & Safety Training							20													
32	<b>Labour &amp; Human Rights GRI 404, 403</b>   	<b>Min 16 Average hours of training provided per employee till 31st March 2030.</b>	Hours	HR Head	8.85	16 hours/year	12 hours/year	11.22	11.22												11.22	
		Total Hours Training Provided in the Year							34.00													
		Nos of Employee Participating							303.00													

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33	<b>Labour &amp; Human Rights GRI 404, 403</b> 	<b>90% Percentage of Employee covered under career development training till Dec 2030</b>	Percentage	HR Head	43.24%	100.00%	100.00%	100.00%	100										100%			
		Total Nos of Employee							20													
		Nos of Employee Covered under career development training							20													
34	<b>Labour &amp; Human Rights GRI 404, 403</b> 	<b>100% Percentage of Employee covered under Skill Upgradation till Dec 2030</b>	Percentage	HR Head	100%	100%	100%	100.00%	100										100%			
		Total Nos of Employee							20													
		Nos of Employee Covered under Skill Upgradation							20													
35	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Maintain &gt;5% of Internal Mobility Rate in every Year</b>	Percentage	HR Head	10.00%	>5%	>5%	5.00%	20										5%			
		Total Nos of Employee							20													
		Nos of Employee part of internal mobility cases							1													
36	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Percentage of Employee covered under appraisal</b>	Percentage	HR Head	100%	100%	100%	100.00%	100										100%			
		No. of employees who underwent appraisal							20													
		Total Eligible Employee							20													
37	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Internal Promotion Rate &gt;50% till 31st March 2030</b>	Percentage	HR Head	10.00%	>50%	50.00%	50.00%	20										50%			
		Nos of Employee Promoted							20													
		Total Eligible Employee							10													
38	<b>Labour &amp; Human Rights GRI 405</b> 	<b>Increase 20% of employees from a minority or vulnerable group in the whole organization.</b>	Percentage	HR Head	9.46%	20.00%	20.00%	25%	25%										25%			
		Disable Employee	Nos						0													
		Employee From Minority	Nos						2													
		Female Employee	Nos						3													
		Total	Nos						5													
		<b>Total Nos. of Employee in Whole Organization</b>	Nos						20													

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks											
39	<b>Labour &amp; Human Rights GRI 405</b> 	Increase 1% of disabled person recruitment ratio (Benchmark - NIL)	Percentage	HR Head	0.00%	1.00%	0.00%	0.00%	0.00												0.00												
		Person with Disabilities	Nos						0																								
		Total Nos. Of Employee	Nos						20																								
40	<b>Labour &amp; Human Rights GRI 405</b> 	Increase 5% employees from a minority or vulnerable group in the Top Management (Benchmark NIL)	Percentage	HR Head	0.00%	5.00%	0.00%	0.00%	0.00												0.00												
		Disable Employee	Nos						0																								
		Employee From Minority	Nos						0																								
		Female Employee	Nos						0																								
		Total	Nos						0																								
<b>Total Nos. of Employee in Top Management</b>	Nos	2																															
41	<b>Career-Environment Management Training GRI 404, 403, 406</b> 	100% of training provided to all employee on Discrimination and Harassment	Percentage	HR Head	100%	100%	100.00%	100												100%													
		Total Nos Of Employee						20																									
		Number of employee covered Under Discrimination & Harassment Training						20																									
42	<b>Health &amp; Safety GRI 403</b> 	Zero Lost time injury frequency rate till year 2030 (Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	Percentage	EHS Head	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00							0.00											
		Total Man hrs worked							4368	4968	4600	5184	4600	5408	4752														2823				
		Total Number of Lost Time injury events							0	0	0	0	0	0	0																0.00		
		Percentage							0.00	0.00	0.00	0.00	0.00	0.00	0.00																0.00		
43	<b>Health &amp; Safety GRI 403</b> 	Zero Lost time injury Severity rate every year (Lost Time Injury Severity Rate for Direct workforce - (number of days lost due to injuries) X 1000 / total hours worked)	Percentage	EHS Head	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00								0.00										
		Total Man hrs worked							4368	4968	4600	5184	4600	5408	4752															2823			
		Total Number of day lost due to injuries							0	0	0	0	0	0	0																	0.00	
		Percentage							0.00	0.00	0.00	0.00	0.00	0.00	0.00																	0.00	
44	<b>Health &amp; Safety GRI 403</b> 	Health & Safety Incidents/ Accident	Zero accidents	EHS Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0							0											
		Fatality Incidents	Zero accidents		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0							0										
		Work-Related Accidents	Zero accidents		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0							0										
		Days Lost to Work-Related Injuries/Fatalities/ill Health	Zero days lost		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0								0									
		Occupational Illness Incident	Zero accidents		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0								0									

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks		
45	<b>Ethics GRI 411</b>  	Zero Occurance of Whistleblower cases in terms of ETHICS	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0						0			
		Human Rights Violations/Incidents	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Disrimination & Harassment	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Fraud/Corruption	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Policy Violation	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Health & Safety Violation	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Retaliation Cases	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Data Security Incident	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
		Child or Forced labor & Others	Nos		0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0						0	
46	<b>Labour &amp; Human Rights GRI 406</b>  	Anti-Bribery & Corruption and Anti-Discrimination Clauses in Contracts	Percentage	HR Head	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%						100%			
47	<b>Ethics GRI 205</b>  	Zero Numbers of Money Laundering & Fraud Incidents	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0						0			
48	<b>Ethics GRI 205</b>  	Zero Numbers of Conflict of Interest Incidents	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0						0			
49	<b>Ethics GRI 205</b>  	Zero Numbers of confirmed corruption and Bribery incidents Internal & External	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0						0			

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-Oct-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks
50	 <b>Career-Environment Management Training GRI 404, 403, 406</b>	100% of training provided to all employee on <b>Corruption and Bribery</b>	Percentage	HR Head	100%	100%	100%	100.00%	100												100%	
		Total Nos Of Employee	20																			
		Numer of employee covered Under Corruption & Bribery Training	20																			
51	 <b>Ethics GRI 205</b>	Ensure ZERO detected or confirmed money laundering & fraud incidents	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0	0	0	0	0	0	
52	 <b>Ethics GRI 418</b>	Zero Numbers of confirmed information security incidents	Nos	IT Manager	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0	0	0	0	0	0	
53	 <b>Ethics GRI 418</b>	Zero Numbers of Data Breach/Security Incidents	Nos	IT Manager	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0	0	0	0	0	0	
54	 <b>Career-Environment Management Training GRI 404, 403, 406</b>	100% of training provided to all employee on <b>Information Security awareness and incident</b>	Percentage	IT Manager	100%	100%	100%	100.00%	100												100%	
		Total Nos Of Employee	20																			
		Numer of employee covered Information Security Training	20																			
55	 <b>Ethics GRI 205</b>	Zero Numbers of Incident related to Conflict of Interest	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0	0	0	0	0	0	
56	 <b>Ethics GRI 205</b>	Maintain Zero Grievance Complaint	Nos	HR Head	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0 (ZERO) per month	0	0	0	0	0	0	0	0	0	0	0	0	0	
57	 <b>Sustainable Procurement GRI 414</b>	100% Supplier Code of Conduct shall be signed by targeted supplier (Manufacturer of Key Raw materials, Packing material and job work Suppliers)	Percentage	Purchase Head	100%	100%	100%	100.00%	100%												100%	
		Total Nos.Of Targeted Supplier							42													
		Total Nos. Of Supplier Signed the Code of Conduct							42													
58	 <b>Sustainable Procurement GRI 414</b>	100% suppliers shall contracted with clauses of environment, labor and human rights requirements	Percentage	Purchase Head	100%	100%	100%	100.00%	100%												100%	
		Total Nos Of Suppliers							42													
		Contract signed by suppliers							42													
59	 <b>Sustainable Procurement GRI 414</b>	100% targeted suppliers covered under sustainability (CSR) assessment	Percentage	Purchase Head	100%	100%	100%	100.00%	100%												100%	
		Total Nos. Of Targeted Supplier for Onsite Audit or CSR Assessment							42													
		Total Nos. Of Supplier audit or CSR assessment completed							42													

KPI No.	Materiality Reporting Topics	Key Performance Indicators	Unit Of Measurement	Responsibility	Baseline - Performance Of Year 2024-25	ESG KPI Targets for Mar-2030	ESG KPI Targets for Mar-2026	Actual Result - Current TYD: 2025-26 (Till-OcT-25)	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Achieved Result (YEAR 2024-25)	Remarks
60	 Sustainable Procurement GRI 414	100% targeted suppliers (Key Raw Material & Packing Material) audited on site for sustainability (CSR) assessment	Percentage	Purchase Head	100%	100%	100%	100.00%													100%	
		Total nos of Targeted suppliers							100%													
		Supplier covered under sustainability on-site audits by Nos							42													
61	 Sustainable Procurement GRI 414	100% targeted suppliers (Key Raw Material & Packing Material) engaged in corrective action or capacity building	Percentage	Purchase Head	100%	100%	100%	100.00%													100%	
		Total nos of Targeted suppliers							100%													
		Nos. of Supplier cenguaged in correctiove action or capacity building							42													
62	 Sustainable Procurement GRI 414	100% Training provided related to sustainable procurement to people who involved in procurements	Percentage	Purchase Head	100%	100%	100%	100.00%													100%	
		Total Number of employee in procurement							100%													
		Total number of employees given Training on sustainable procurements							2													
62	 Sustainable Procurement GRI 414,405	Supplier Diversity At least 10 suppliers have been developed for businesses run by women owners till 31st March 2030	Nos	Purchase Head	04 Nos	10 Nos.	05 Nos	4 Nos	4 Nos												4 Nos	
64	 Sustainable Procurement GRI 414,405	At least 05 suppliers have been developed for businesses run by Disable & LGBT owners till 31st March 2030	Nos	Purchase Head	02 Nos	5 Nos.	02 Nos	2 Nos	2 Nos												2 Nos	
65	 Sustainable Procurement GRI 414,405	At least 20 nos suppliers have been developed from micro and small-scale industries 31st March 2030	Nos	Purchase Head	10 Nos	20 Nos.	12 Nos.	12 Nos	12 Nos												12 Nos	
									 Haresh Patel Director													