Sri All India Exports
Karur, India
The Magic of Indian Weaves

KARUR · TAMIL NADU · INDIA

Threads of Accountability

ESG KPIs Monitored & Reported, 2022–2030

REPORTING PERIOD	TARGET YEAR	FRAMEWORKS
January 2022 – June 2026	2030	GRI Standards · GHG Protocol · UN SDGs

The Magic of Indian Weaves

E
ENVIRONMENT
59 KPIs

S
SOCIAL
58 KPIs

G
GOVERNANCE
23 KPIs

Introduction & Contents

Introduction

Sri All India Exports recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

During the 2022 period, Sri All India Exports conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs through 2030. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in accordance with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives.

140	3	29	10
KPIS MONITORED	ESG PILLARS	ESG AREAS	UN SDGS ADDRESSED

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Responsibilities, Location & Period of Review

Responsibilities

ENVIRONMENTAL KPIS

Environmental and Safety Head

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management.

SOCIAL AND GOVERNANCE KPIS

Human Resource Head

Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

SUSTAINABLE PROCUREMENT KPIS

Procurement Head

In addition, the Procurement Head oversees the tracking and updating of Sustainable Procurement KPIs on a monthly and quarterly basis, and communicates these updates to the company's management team.

Together, these department heads play a crucial role in ensuring that key sustainability metrics are regularly monitored, updated, and reported to the company's management for informed decision-making and continuous improvement efforts.

Location

Below locations were covered in order to collect the data and prepare this ESG KPI report.

SITE 1

Sri All India Exports

23, Velammal Layout, Sengunthapuram,
Karur – 639002, India

Monitoring cycle

Monthly	Quarterly	31 Dec
KPI data updated	Review & report to management	Annual target deadline

Period of Review

In alignment with our commitment to strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

During these reviews, the cumulative progress against the KPIs will be meticulously evaluated, and subsequent statuses will be updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focused attention or adjustment.

Our current review cycle is synchronized with our annual target completion deadlines, set for December 31, 2029, and December 31, 2030, respectively, for the calendar years 2029 and 2030. These deadlines serve as critical benchmarks for evaluating our year-long performance and strategic direction. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to maintain a trajectory of growth and success.

OVERVIEW

KPIs at a Glance

E Environment

59 KPIs · 14 areas

E.01	Greenhouse Gas (GHG)	8
E.02	Environmental Management	3
E.03	Energy	5
E.04	Water	11
E.05	Air Pollution	4
E.06	Light	1
E.07	Noise	2
E.08	Biodiversity Conservation	3
E.09	Waste Generation	6
E.10	Product Use	4
E.11	Product Life Cycle Assessment	5
E.12	Sustainable Consumption	1
E.13	Environmental Advocacy Programs	3
E.14	Sustainable Procurement	3

Target KPI **38** Maintain level **10**
Compliance monitoring **11**

S Social

58 KPIs · 8 areas

S.01	Child Labour, Forced Labour & Human Trafficking	3
S.02	Employment	11
S.03	Health & Safety	9
S.04	Human Rights	15
S.05	Harassment & Discrimination	7
S.06	Gender Equality	6
S.07	Working Conditions	5
S.08	Corporate Social Responsibility	2

Target KPI **20** Maintain level **37**
Ratio target **1**

G Governance

23 KPIs · 7 areas

G.01	Anti-Corruption & Bribery	2
G.02	Information Management	3
G.03	Value Chain	8
G.04	Anti-Competitive Practice	2
G.05	Ethics	3
G.06	Customer Health and Safety	2
G.07	Social Dialogue	3

Target KPI **10** Maintain level **13**

How to read a KPI card

ENERGY E.03.03

Total electricity consumption
kWh / year

2022	2023	2024	2025	2026*	2030 target
22,800	21,500	23,800	23,950	13,100	19,380

GRI 302 SDG 7 TARGET KPI

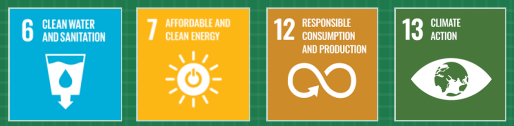
1. ESG area and KPI code — the code matches the KPI data workbook
2. KPI name and unit of measurement
3. Values monitored and reported for each period; *2026 covers January–June
4. 2030 target, or the statutory limit for compliance-monitoring KPIs
5. GRI Standard and UN SDG the KPI is reported in accordance with
6. KPI type: Target KPI, Maintain level or Compliance monitoring

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Karur, India
The Magic of Indian Weaves

E

Environment

59 KPIs monitored & reported · 14 areas



E.01	Greenhouse Gas (GHG)	8 KPIs
E.02	Environmental Management	3 KPIs
E.03	Energy	5 KPIs
E.04	Water	11 KPIs
E.05	Air Pollution	4 KPIs
E.06	Light	1 KPI
E.07	Noise	2 KPIs
E.08	Biodiversity Conservation	3 KPIs
E.09	Waste Generation	6 KPIs
E.10	Product Use	4 KPIs
E.11	Product Life Cycle Assessment	5 KPIs
E.12	Sustainable Consumption	1 KPI
E.13	Environmental Advocacy Programs	3 KPIs
E.14	Sustainable Procurement	3 KPIs

Environment KPIs

E.01 Greenhouse Gas (GHG)

8 KPIs · GRI 305

GREENHOUSE GAS (GHG) — E.01.01

Scope 1 GHG emissions
tCO2eq

2022	2023	2024	2025	2026*	2030 target
4.0	4.0	6.0	4.0	2.0	3.4

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.02

Scope 2 GHG emissions
tCO2eq

2022	2023	2024	2025	2026*	2030 target
16.0	15.0	17.0	17.0	9.0	13.6

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.03

Scope 3 GHG emissions
tCO2eq

2022	2023	2024	2025	2026*	2030 target
81.0	111.0	171.0	127.0	79.0	68.85

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.04

Scope 3 – downstream transportation of finished goods
tCO2eq

2022	2023	2024	2025	2026*	2030 target
12.43	14.37	23.68	24.39	21.39	10.57

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.05

Scope 3 – upstream transportation of raw material
tCO2eq

2022	2023	2024	2025	2026*	2030 target
4.08	6.70	10.53	8.28	4.11	3.47

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.06

Total GHG emissions, Scope 1 + 2 + 3
tCO2eq

2022	2023	2024	2025	2026*	2030 target
101.0	130.0	194.0	148.0	90.0	85.85

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.07

GHG emission intensity, Scope 1 + 2
tCO2eq / ₹ Cr revenue

2022	2023	2024	2025	2026*	2030 target
0.20	0.19	0.19	0.17	0.22	0.17

GRI 305 · SDG 13 · TARGET KPI

GREENHOUSE GAS (GHG) — E.01.08

People trained on GHG
manhours

2022	2023	2024	2025	2026*	2030 target
240	268	280	276	134	288

GRI 305 · SDG 13 · TARGET KPI

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Environment KPIs

E.02 Environmental Management 3 KPIs

ENVIRONMENTAL MANAGEMENT E.02.01

# of environmental complaints

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

MAINTAIN LEVEL

ENVIRONMENTAL MANAGEMENT E.02.02

% of employees trained on specific environmental issues

energy and GHG, water, air pollution or waste

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

MAINTAIN LEVEL

ENVIRONMENTAL MANAGEMENT E.02.03

% of sites assessed for specific environmental issues

energy, emissions, water, air pollution or waste

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

MAINTAIN LEVEL

E.03 Energy 5 KPIs · GRI 302

ENERGY E.03.01

Total energy consumed from electricity

GJ

2022	2023	2024	2025	2026*	2030 target
82.08	77.40	85.68	86.22	47.16	69.77

GRI 302 SDG 7

TARGET KPI

ENERGY E.03.02

Energy intensity

MJ / ₹ Cr revenue

2022	2023	2024	2025	2026*	2030 target
821	774	879	862	934	698

GRI 302 SDG 7

TARGET KPI

ENERGY E.03.03

Total electricity consumption

kWh / year

2022	2023	2024	2025	2026*	2030 target
22,800	21,500	23,800	23,950	13,100	19,380

GRI 302 SDG 7

TARGET KPI

ENERGY E.03.04

Renewable energy against total energy

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	14%	20%	20%	50%

GRI 302 SDG 7

TARGET KPI

ENERGY E.03.05

Employees trained on energy conservation

manhours

2022	2023	2024	2025	2026*	2030 target
250	269	305	305	148	335

GRI 302 SDG 7

TARGET KPI

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

Environment KPIs

E.04 Water

11 KPIs · GRI 303

WATER E.04.01

Total water consumption
kL / year

2022	2023	2024	2025	2026*	2030 target
1,500	1,450	2,500	2,050	1,050	1,425

GRI 303 SDG 6 — TARGET KPI

WATER E.04.02

Total water recycled and reused
kL / year

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	250

GRI 303 SDG 6 — TARGET KPI

WATER E.04.03

Total rainwater harvested
kL / year

2022	2023	2024	2025	2026*	2030 target
800	865	870	1,020	285	1,040

GRI 303 SDG 6 — TARGET KPI

WATER E.04.04

Total water treated
kL / year

2022	2023	2024	2025	2026*	2030 target
100.0	113.0	107.0	113.0	55.2	115.0

GRI 303 SDG 6 — TARGET KPI

WATER E.04.05

Total water treated
% of total water consumption

2022	2023	2024	2025	2026*	2030 target
6.7%	7.8%	4.3%	5.5%	5.3%	8.1%

GRI 303 SDG 6 — TARGET KPI

WATER E.04.06

Water intensity
kL / ₹ Cr revenue

2022	2023	2024	2025	2026*	2030 target
15.00	14.50	25.00	22.50	20.80	14.25

GRI 303 SDG 6 — TARGET KPI

WATER E.04.07

Wastewater – Total Suspended Solids
mg/L

2022	2023	2024	2025	2026*	Limit
63	58.6	56	56	56	100

GRI 303 SDG 6 — COMPLIANCE MONITORING

WATER E.04.08

Wastewater – Ammoniacal Nitrogen
mg/L

2022	2023	2024	2025	2026*	Limit
1	NA	NA	NA	NA	50

GRI 303 SDG 6 — COMPLIANCE MONITORING

WATER E.04.09

Wastewater – Chemical Oxygen Demand
mg/L

2022	2023	2024	2025	2026*	Limit
73	69	65	50	50	250

GRI 303 SDG 6 — COMPLIANCE MONITORING

WATER E.04.10

Wastewater – Biological Oxygen Demand
mg/L

2022	2023	2024	2025	2026*	Limit
14	17	15	15.5	15.5	30

GRI 303 SDG 6 — COMPLIANCE MONITORING

WATER E.04.11

People trained on water efficiency
manhours

2022	2023	2024	2025	2026*	2030 target
220	246	258	260	127	286

GRI 303 SDG 6 — TARGET KPI

Environment KPIs

E.05 Air Pollution

4 KPIs · GRI 305

AIR POLLUTION — E.05.01

SOx
µg/m³

2022	2023	2024	2025	2026*	Limit
17	14	12	11.5	11.5	80

GRI 305 · SDG 13

COMPLIANCE MONITORING

AIR POLLUTION — E.05.02

NOx
µg/m³

2022	2023	2024	2025	2026*	Limit
32	33	30	28	28	80

GRI 305 · SDG 13

COMPLIANCE MONITORING

AIR POLLUTION — E.05.03

PM10
µg/m³

2022	2023	2024	2025	2026*	Limit
25	21	19	18	18	100

GRI 305 · SDG 13

COMPLIANCE MONITORING

AIR POLLUTION — E.05.04

PM2.5
µg/m³

2022	2023	2024	2025	2026*	Limit
8	17.74	16	7	7	60

GRI 305 · SDG 13

COMPLIANCE MONITORING

E.06 Light

1 KPI

LIGHT — E.06.01

Cases of non-compliance with IS 3646 (Part III)

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	—

COMPLIANCE MONITORING

Environment KPIs

E.07 Noise

2 KPIs

NOISE — E.07.01

Day-time noise level near plant

dB(A) Leq

2022	2023	2024	2025	2026*	Limit
66.4	63.9	60	58	58	75

COMPLIANCE MONITORING

NOISE — E.07.02

Night-time noise level near plant

dB(A) Leq

2022	2023	2024	2025	2026*	Limit
66.3	65.8	60	58	58	70

COMPLIANCE MONITORING

E.08 Biodiversity Conservation

3 KPIs · GRI 101

BIODIVERSITY CONSERVATION — E.08.01

Number of native species supported

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	15

GRI 101

TARGET KPI

BIODIVERSITY CONSERVATION — E.08.02

Land dedicated to biodiversity conservation

acres

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	3

GRI 101

TARGET KPI

BIODIVERSITY CONSERVATION — E.08.03

Complaints received on biodiversity

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 101

MAINTAIN LEVEL

E.09 Waste Generation

6 KPIs · GRI 306

WASTE GENERATION — E.09.01

Total waste generated

MT

2022	2023	2024	2025	2026*	2030 target
75.00	73.20	65.40	14.50	7.05	12.30

GRI 306 SDG 12

TARGET KPI

WASTE GENERATION — E.09.02

Total hazardous waste generated

MT

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	0.00

GRI 306 SDG 12

MAINTAIN LEVEL

WASTE GENERATION — E.09.03

Total non-hazardous waste generated

MT

2022	2023	2024	2025	2026*	2030 target
75.00	73.20	65.40	14.50	7.05	12.30

GRI 306 SDG 12

TARGET KPI

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

Environment KPIs

E.09 Waste Generation (continued) 6 KPIs · GRI 306

WASTE GENERATION E.09.04

% of total waste from operations diverted from landfill

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	4%

GRI 306 SDG 12 TARGET KPI

WASTE GENERATION E.09.05

Total wastewater recycled
kL / year

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	30

GRI 306 SDG 12 TARGET KPI

WASTE GENERATION E.09.06

Total weight of waste recovered
MT

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	11.50

GRI 306 SDG 12 TARGET KPI

E.10 Product Use 4 KPIs · GRI 417

PRODUCT USE E.10.01

Number of customer complaints on product performance or consistency

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 417 SDG 12 MAINTAIN LEVEL

PRODUCT USE E.10.02

% of textile products and process chemicals supplied with updated Safety Data Sheets and handling guidelines

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 417 SDG 12 MAINTAIN LEVEL

PRODUCT USE E.10.03

% of returned product batches due to quality defects or performance issues

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 417 SDG 12 MAINTAIN LEVEL

PRODUCT USE E.10.04

% of textile products and raw materials compliant with chemical safety and restricted-substance standards
e.g. OEKO-TEX®, ZDHC

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 417 SDG 12 MAINTAIN LEVEL

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

Environment KPIs

E.11 Product Life Cycle Assessment

5 KPIs · GRI 301

PRODUCT LIFE CYCLE ASSESSMENT — E.11.01

Reporting on product end-of-life treatment

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 301 · SDG 12

MAINTAIN LEVEL

PRODUCT LIFE CYCLE ASSESSMENT — E.11.02

% saving from efficient product design

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	1.5%	1.5%	3%

GRI 301 · SDG 12

TARGET KPI

PRODUCT LIFE CYCLE ASSESSMENT — E.11.03

% of specialty textile chemicals (dyes, auxiliaries, finishing agents) safely disposed, treated or repurposed at end of life

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	5%

GRI 301 · SDG 12

TARGET KPI

PRODUCT LIFE CYCLE ASSESSMENT — E.11.04

% of raw material recovered from expired or returned products

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	1%

GRI 301 · SDG 12

TARGET KPI

PRODUCT LIFE CYCLE ASSESSMENT — E.11.05

% of textile materials (fibres, polymers, additives) recycled or recovered after product use

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	12%

GRI 301 · SDG 12

TARGET KPI

E.12 Sustainable Consumption

1 KPI

SUSTAINABLE CONSUMPTION — E.12.01

% of customer base actively engaged in sustainable consumption practices

2022	2023	2024	2025	2026*	2030 target
0%	18%	22%	40%	40%	100%

SDG 12

TARGET KPI

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Environment KPIs

E.13 Environmental Advocacy Programs

3 KPIs

ENVIRONMENTAL ADVOCACY PROGRAMS — E.13.01

% of used products collected for recycling that were successfully processed and recycled

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	8%	8%	15%

SDG 12

TARGET KPI

ENVIRONMENTAL ADVOCACY PROGRAMS — E.13.02

% of environmental-education participants reporting increased understanding of sustainable practices

2022	2023	2024	2025	2026*	2030 target
3%	10%	25%	28%	28%	30%

SDG 12

TARGET KPI

ENVIRONMENTAL ADVOCACY PROGRAMS — E.13.03

% of customers adopting environmentally friendly practices after our workshops or seminars

2022	2023	2024	2025	2026*	2030 target
0%	7%	8%	12%	12%	15%

SDG 12

TARGET KPI

E.14 Sustainable Procurement

3 KPIs

SUSTAINABLE PROCUREMENT — E.14.01

% of employees trained on sustainable sourcing of raw material

2022	2023	2024	2025	2026*	2030 target
0%	25%	50%	72%	72%	75%

SDG 12

TARGET KPI

SUSTAINABLE PROCUREMENT — E.14.02

% of sustainable sourcing of raw material

2022	2023	2024	2025	2026*	2030 target
5%	12%	24%	38%	38%	50%

SDG 12

TARGET KPI

SUSTAINABLE PROCUREMENT — E.14.03

Buyers trained on sustainable procurement

manhours

2022	2023	2024	2025	2026*	2030 target
38.0	41.0	43.0	45.0	21.8	50.0

SDG 12

TARGET KPI

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

S

Social

58 KPIs monitored & reported · 8 areas



S.01	Child Labour, Forced Labour & Human Trafficking	3 KPIs
S.02	Employment	11 KPIs
S.03	Health & Safety	9 KPIs
S.04	Human Rights	15 KPIs
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S.08	Corporate Social Responsibility	2 KPIs

Social KPIs

S.01 Child Labour, Forced Labour & Human Trafficking

3 KPIs · GRI 408 · 409

CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING — S.01.01

Child labour

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 408 · 409 | SDG 8

MAINTAIN LEVEL

CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING — S.01.02

Forced labour

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 408 · 409 | SDG 8

MAINTAIN LEVEL

CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING — S.01.03

# of complaints reported on child labour / forced labour / human trafficking

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 408 · 409 | SDG 8

MAINTAIN LEVEL

S.02 Employment

11 KPIs · GRI 401

EMPLOYMENT — S.02.01

Attrition ratio

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 401 | SDG 8

MAINTAIN LEVEL

EMPLOYMENT — S.02.02

Total training hours of employees

2022	2023	2024	2025	2026*	2030 target
1,920	2,024	2,180	2,200	1,060	2,208

GRI 404 | SDG 8

TARGET KPI

EMPLOYMENT — S.02.03

Average training hours per employee

2022	2023	2024	2025	2026*	2030 target
96.0	101.2	109.0	110.0	53.0	110.4

GRI 404 | SDG 8

TARGET KPI

EMPLOYMENT — S.02.04

Average salary above minimum wages

₹

2022	2023	2024	2025	2026*	2030 target
18,466	21,000	22,000	22,000	22,000	25,300

GRI 202 | SDG 8

TARGET KPI

EMPLOYMENT — S.02.05

Employees above living-wage rules

%

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 202 | SDG 8

MAINTAIN LEVEL

EMPLOYMENT — S.02.06

Subcontractors' workers covered under minimum / living-wage rules

%

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 202 | SDG 8

MAINTAIN LEVEL

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

Social KPIs

S.02 Employment (continued)

11 KPIs · GRI 401

EMPLOYMENT S.02.07

% of employees covered by elected representatives or collective agreements

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 2-30 · SDG 8 · MAINTAIN LEVEL

EMPLOYMENT S.02.08

Hiring of local people

%

2022	2023	2024	2025	2026*	2030 target
55%	75%	73%	76%	76%	80%

GRI 202 · SDG 8 · TARGET KPI

EMPLOYMENT S.02.09

Hiring of people with disability

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	1%

GRI 405 · SDG 8 · TARGET KPI

EMPLOYMENT S.02.10

Hiring of vulnerable / marginalized people at top management level

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	2%

GRI 405 · SDG 8 · TARGET KPI

EMPLOYMENT S.02.11

Hiring of vulnerable / marginalized people in company

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	4%

GRI 405 · SDG 8 · TARGET KPI

S.03 Health & Safety

9 KPIs · GRI 403

HEALTH & SAFETY S.03.01

Lost time injury (LTI) frequency rate – direct workforce

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	0.00

GRI 403 · SDG 3 · MAINTAIN LEVEL

HEALTH & SAFETY S.03.02

Lost time injury (LTI) frequency rate – subcontractors' workers

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	0.00

GRI 403 · SDG 3 · MAINTAIN LEVEL

HEALTH & SAFETY S.03.03

Lost time severity (LTS) rate – employees

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	0.00

GRI 403 · SDG 3 · MAINTAIN LEVEL

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Social KPIs

S.03 Health & Safety (continued)

9 KPIs · GRI 403

HEALTH & SAFETY — S.03.04

Lost time severity (LTS) rate – subcontractors' workers

2022	2023	2024	2025	2026*	2030 target
0.00	0.00	0.00	0.00	0.00	0.00

GRI 403 · SDG 3 — MAINTAIN LEVEL

HEALTH & SAFETY — S.03.05

# of work-related incidents

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 403 · SDG 3 — MAINTAIN LEVEL

HEALTH & SAFETY — S.03.06

# of fatal incidents

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 403 · SDG 3 — MAINTAIN LEVEL

HEALTH & SAFETY — S.03.07

% of operational sites with an employee health & safety risk assessment

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 403 · SDG 3 — MAINTAIN LEVEL

HEALTH & SAFETY — S.03.08

Days lost to work-related injuries, fatalities and ill health

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 403 · SDG 3 — MAINTAIN LEVEL

HEALTH & SAFETY — S.03.09

People trained on health & safety

manhours

2022	2023	2024	2025	2026*	2030 target
240	1,860	2,175	2,300	1,120	2,400

GRI 403 · SDG 3 — TARGET KPI

S.04 Human Rights

15 KPIs · GRI 412

HUMAN RIGHTS — S.04.01

% of direct employees covered by a living-wage benchmarking analysis

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 412 · SDG 10 — MAINTAIN LEVEL

HUMAN RIGHTS — S.04.02

% of all employees paid below living wage

direct, individual contractors, dispatched workers

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 412 · SDG 10 — MAINTAIN LEVEL

HUMAN RIGHTS — S.04.03

Average wage gap for direct employees paid below living wage vs benchmark

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 412 · SDG 10 — MAINTAIN LEVEL

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Social KPIs

S.04 Human Rights (continued)

15 KPIs · GRI 412

HUMAN RIGHTS S.04.04

Ratio of highest to median annual total compensation

2022	2023	2024	2025	2026*	2030 target
4.2 : 1	4.1 : 1	4.0 : 1	3.9 : 1	3.9 : 1	3 : 1

GRI 2-21 · SDG 10

RATIO TARGET

HUMAN RIGHTS S.04.05

Subcontractors' workers in agreement with the Employee Code of Conduct

%

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 412 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.06

# of complaints on data privacy / security

internal

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 412 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.07

# of complaints on data privacy / security by suppliers

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 412 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.08

# of complaints on data privacy / security by customers

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 412 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.09

# of complaints on data privacy / security by other stakeholders

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 412 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.10

People trained on human rights

manhours

2022	2023	2024	2025	2026*	2030 target
180.0	197.0	200.0	207.0	100.0	234.0

GRI 404 · SDG 10

TARGET KPI

HUMAN RIGHTS S.04.11

People trained on career management and skill development

manhours

2022	2023	2024	2025	2026*	2030 target
210.0	264.0	283.0	285.0	138.0	315.0

GRI 404 · SDG 10

TARGET KPI

HUMAN RIGHTS S.04.12

% of employees who received skills-related training

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 404 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.13

% of employees receiving regular performance and career development reviews

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 404 · SDG 10

MAINTAIN LEVEL

HUMAN RIGHTS S.04.14

Awareness sessions conducted on career management

2022	2023	2024	2025	2026*	2030 target
0	0	1	1	1	3

GRI 404 · SDG 10

TARGET KPI

HUMAN RIGHTS S.04.15

% of operational sites that have undergone human rights reviews or impact assessments

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 412 · SDG 10

MAINTAIN LEVEL

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

S.05 Harassment & Discrimination

7 KPIs · GRI 406

HARASSMENT & DISCRIMINATION S.05.01

# of complaints reported on sexual harassment

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.02

# of complaints reported on discrimination

internal

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.03

# of complaints reported on discrimination by suppliers

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.04

# of complaints reported on discrimination by customers

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.05

# of complaints reported on discrimination by other stakeholders

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.06

# of complaints reported on DEI

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 406 SDG 10

MAINTAIN LEVEL

HARASSMENT & DISCRIMINATION S.05.07

% of employees who received diversity, discrimination and harassment training

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 406 SDG 10

MAINTAIN LEVEL

Social KPIs

S.06 Gender Equality

6 KPIs · GRI 405

GENDER EQUALITY — S.06.01

Gender balance at worker level

women to men %

2022	2023	2024	2025	2026*	2030 target
16%	16%	30%	30%	30%	50%

GRI 405 · SDG 5 — TARGET KPI

GENDER EQUALITY — S.06.02

Gender balance at executive level

women to men %

2022	2023	2024	2025	2026*	2030 target
8%	8%	7%	7%	7%	100%

GRI 405 · SDG 5 — TARGET KPI

GENDER EQUALITY — S.06.03

Gender balance at top / key manager level

women to men %

2022	2023	2024	2025	2026*	2030 target
0%	16%	22%	22%	22%	30%

GRI 405 · SDG 5 — TARGET KPI

GENDER EQUALITY — S.06.04

Gender balance in whole organisation

women to men %

2022	2023	2024	2025	2026*	2030 target
14%	15%	27%	27%	27%	50%

GRI 405 · SDG 5 — TARGET KPI

GENDER EQUALITY — S.06.05

Average gender pay gap

women to men %

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	0%

GRI 405 · SDG 5 — MAINTAIN LEVEL

GENDER EQUALITY — S.06.06

People trained on gender equality

manhours

2022	2023	2024	2025	2026*	2030 target
180	196	208	210	108	231

GRI 405 · SDG 5 — TARGET KPI

S.07 Working Conditions

5 KPIs · GRI 413

WORKING CONDITIONS — S.07.01

# of hours worked

manhours

2022	2023	2024	2025	2026*	2030 target
36,000	38,634	40,500	40,600	40,600	45,400

GRI 413 · SDG 8 — TARGET KPI

WORKING CONDITIONS — S.07.02

% of plants and offices assessed

2022	2023	2024	2025	2026*	2030 target
50%	85%	93%	95%	95%	100%

GRI 413 · SDG 8 — TARGET KPI

WORKING CONDITIONS — S.07.03

Incidents of non-potable drinking water

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 413 · SDG 8 — MAINTAIN LEVEL

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Social KPIs

S.07 Working Conditions (continued)

5 KPIs · GRI 413

WORKING CONDITIONS — S.07.04

% of employees covered with healthcare

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 413 · SDG 8 — MAINTAIN LEVEL

WORKING CONDITIONS — S.07.05

Incidents of non-compliance with working-condition principles

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 413 · SDG 8 — MAINTAIN LEVEL

S.08 Corporate Social Responsibility

2 KPIs · GRI 413

CORPORATE SOCIAL RESPONSIBILITY — S.08.01

Amount spent on CSR

₹; financial years 2021-22 to 2025-26

2022	2023	2024	2025	2026*	2030 target
1,03,000	1,05,000	1,15,000	1,18,000	1,18,000	1,18,450

GRI 413 · SDG 8 — TARGET KPI

CORPORATE SOCIAL RESPONSIBILITY — S.08.02

# of social initiatives at national and local level

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	3

GRI 413 · SDG 8 — TARGET KPI

Sri All India Exports
Karur, India
The Magic of Indian Weaves

G

Governance

23 KPIs monitored & reported · 7 areas



G.01	Anti-Corruption & Bribery	2 KPIs
G.02	Information Management	3 KPIs
G.03	Value Chain	8 KPIs
G.04	Anti-Competitive Practice	2 KPIs
G.05	Ethics	3 KPIs
G.06	Customer Health and Safety	2 KPIs
G.07	Social Dialogue	3 KPIs

Governance KPIs

G.01 Anti-Corruption & Bribery

2 KPIs · GRI 205

ANTI-CORRUPTION & BRIBERY — G.01.01

# of complaints reported on corruption & bribery

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 205 · SDG 16

MAINTAIN LEVEL

ANTI-CORRUPTION & BRIBERY — G.01.02

People trained on anti-corruption & bribery

manhours

2022	2023	2024	2025	2026*	2030 target
220	236	260	275	275	286

GRI 205 · SDG 16

TARGET KPI

G.02 Information Management

3 KPIs · GRI 418

INFORMATION MANAGEMENT — G.02.01

Data breach incidents

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 418 · SDG 16

MAINTAIN LEVEL

INFORMATION MANAGEMENT — G.02.02

Data retention compliance

%

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 418 · SDG 16

MAINTAIN LEVEL

INFORMATION MANAGEMENT — G.02.03

User complaints

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 418 · SDG 16

MAINTAIN LEVEL

G.03 Value Chain

8 KPIs · GRI 308 · 414

VALUE CHAIN — G.03.01

Suppliers evaluated for ESG performance

%

2022	2023	2024	2025	2026*	2030 target
0%	10%	22%	70%	100%	100%

GRI 308 · 414 · SDG 17

TARGET KPI

VALUE CHAIN — G.03.02

Suppliers evaluated through ESG on-site audit

%

2022	2023	2024	2025	2026*	2030 target
0%	10%	22%	100%	100%	100%

GRI 308 · 414 · SDG 17

TARGET KPI

VALUE CHAIN — G.03.03

% of high-risk trading partners covered by due diligence on corruption and information security

2022	2023	2024	2025	2026*	2030 target
0%	10%	20%	100%	100%	100%

GRI 308 · 414 · SDG 17

TARGET KPI

Environment · Social · Governance

*2026 covers January–June only. Targets are for the year 2030.

Governance KPIs

G.03 Value Chain (continued)

8 KPIs · GRI 308 · 414

VALUE CHAIN G.03.04

Average number of non-conformities found per supplier

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 308 · 414 | SDG 17 | MAINTAIN LEVEL

VALUE CHAIN G.03.05

Average number of corrective actions taken per supplier

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 308 · 414 | SDG 17 | MAINTAIN LEVEL

VALUE CHAIN G.03.06

Suppliers in agreement with company policies

%

2022	2023	2024	2025	2026*	2030 target
0%	10%	20%	100%	100%	100%

GRI 308 · 414 | SDG 17 | TARGET KPI

VALUE CHAIN G.03.07

Suppliers in agreement with the Supplier Code of Conduct

%

2022	2023	2024	2025	2026*	2030 target
0%	10%	20%	100%	100%	100%

GRI 308 · 414 | SDG 17 | TARGET KPI

VALUE CHAIN G.03.08

Integration of sustainability clauses in supplier contracts

%

2022	2023	2024	2025	2026*	2030 target
0%	10%	20%	100%	100%	100%

GRI 308 · 414 | SDG 17 | TARGET KPI

G.04 Anti-Competitive Practice

2 KPIs

ANTI-COMPETITIVE PRACTICE G.04.01

Incidents of deceptive advertising

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

SDG 16 | MAINTAIN LEVEL

ANTI-COMPETITIVE PRACTICE G.04.02

% of departments covered under risk assessment / internal audit

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

SDG 16 | MAINTAIN LEVEL

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

Governance KPIs

G.05 Ethics

3 KPIs · GRI 404



ETHICS — G.05.01

% of total workforce trained on business ethics issues

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 404 · SDG 16

MAINTAIN LEVEL

ETHICS — G.05.02

Employee feedback on ethics training

satisfaction rate

2022	2023	2024	2025	2026*	2030 target
100%	100%	100%	100%	100%	100%

GRI 404 · SDG 16

MAINTAIN LEVEL

ETHICS — G.05.03

Number of whistleblower reports received

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 404 · SDG 16

MAINTAIN LEVEL

G.06 Customer Health and Safety

2 KPIs · GRI 416



CUSTOMER HEALTH AND SAFETY — G.06.01

# of product-related incidents

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 416 · SDG 16

MAINTAIN LEVEL

CUSTOMER HEALTH AND SAFETY — G.06.02

Customer safety training sessions conducted

#

2022	2023	2024	2025	2026*	2030 target
0	0	0	1	1	3

GRI 416 · SDG 16

TARGET KPI

G.07 Social Dialogue

3 KPIs



SOCIAL DIALOGUE — G.07.01

Customer sustainability sessions / meetings held

#

2022	2023	2024	2025	2026*	2030 target
0	0	1	1	1	3

SDG 16

TARGET KPI

SOCIAL DIALOGUE — G.07.02

Customer feedback satisfaction rate in sustainability sessions / meetings

%

2022	2023	2024	2025	2026*	2030 target
0%	0%	0%	0%	0%	30%

SDG 16

TARGET KPI

SOCIAL DIALOGUE — G.07.03

Complaints registered on violation of collective bargaining agreements

2022	2023	2024	2025	2026*	2030 target
0	0	0	0	0	0

GRI 2-30 · SDG 16

MAINTAIN LEVEL

Environment Social Governance

*2026 covers January–June only. Targets are for the year 2030.

GUIDELINES FOLLOWED

Global Reporting Initiative (GRI) Standards

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics are in accordance 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 adhering to 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.

ENVIRONMENTAL KPIS IN ACCORDANCE WITH GRI

GRI Standard	Disclosure	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water and Effluents	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks product information and labelling, including Safety Data Sheets and handling guidelines provided to customers.
GRI 101: Biodiversity 2024	—	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

GOVERNANCE KPIS IN ACCORDANCE WITH GRI

GRI Standard	Disclosure	Description
GRI 205: Anti-corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations, including audits for business ethics compliance.
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements, including complaints on violations of collective bargaining agreements.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

GUIDELINES FOLLOWED

GRI Standards (Social) & Greenhouse Gas Protocol

SOCIAL KPIS IN ACCORDANCE WITH GRI

GRI Standard	Disclosure	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced or Compulsory Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessment	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

Greenhouse Gas Protocol

In accordance with 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.

EMISSION SOURCES COVERED IN THE GHG INVENTORY

Scope 1

DIRECT EMISSIONS

Stationary combustion (diesel), mobile combustion (company car and bike) and fugitive refrigerant emissions.

Scope 2

ENERGY INDIRECT EMISSIONS

Purchased electricity.

Scope 3

OTHER INDIRECT EMISSIONS

Employee commuting, purchased goods (plastic and paper), upstream and downstream transportation, waste generated and water supply.

GUIDELINES FOLLOWED

UN Sustainable Development Goals

Our ESG KPIs and 2030 targets are in accordance with the UN Sustainable Development Goals. The KPI areas below contribute to the following 10 goals; each KPI card carries its SDG tag.



SDG 3 · Good Health and Well-being

Health & Safety



SDG 6 · Clean Water and Sanitation

Water



SDG 8 · Decent Work and Economic Growth

Child Labour, Forced Labour & Human Trafficking · Employment · Working Conditions · Corporate Social Responsibility



SDG 12 · Responsible Consumption and Production

Waste Generation · Product Use · Product Life Cycle Assessment · Sustainable Consumption · Environmental Advocacy Programs · Sustainable Procurement



SDG 16 · Peace, Justice and Strong Institutions

Anti-Corruption & Bribery · Information Management · Anti-Competitive Practice · Ethics · Customer Health and Safety · Social Dialogue



SDG 5 · Gender Equality

Gender Equality



SDG 7 · Affordable and Clean Energy

Energy



SDG 10 · Reduced Inequalities

Human Rights · Harassment & Discrimination



SDG 13 · Climate Action

Greenhouse Gas (GHG) · Air Pollution



SDG 17 · Partnerships for the Goals

Value Chain

BASIS OF REPORTING

Notes to the KPIs

1 Reporting periods

Values are reported for calendar years 2022 (baseline) to 2025. The 2026 column (marked *) covers January–June 2026 only and is not comparable with full-year values.

2 Targets

Targets are set for the year 2030. Reduction targets are stated only in the 2030 target column, not in the performance years. KPIs marked “Maintain level” are to be held at the stated level every year.

3 Compliance monitoring

Air-quality, wastewater, noise and lighting KPIs are monitored and reported against their statutory limits; no reduction targets are set for them.

4 GHG emissions

Scope 1, 2 and 3 values are taken from the company's GHG emission inventory, prepared in accordance with ISO 14064 and the GHG Protocol. Energy consumed (GJ) is calculated from purchased electricity at 0.0036 GJ per kWh.

5 Intensity KPIs

GHG, energy and water intensity are expressed per ₹ crore of revenue for the period. For January–June 2026, intensity is calculated on revenue for the same six months.

6 CSR expenditure

CSR spend is measured by financial year (April–March): the 2022 to 2026 columns correspond to FY 2021-22 to FY 2025-26.

7 KPI codes

Each KPI carries a code (E = Environment, S = Social, G = Governance · area · KPI) that matches the KPI data workbook used to monitor these indicators.

8 Frameworks

KPIs are reported in accordance with the GRI Universal Standards 2021 and the relevant topic standards, the GHG Protocol and the UN Sustainable Development Goals. GRI 101: Biodiversity 2024 replaces GRI 304 for reporting from 1 January 2026.

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