

BALLYFABS INTERNATIONAL LIMITED

2024

ANNUAL SUSTAINABILITY REPORT



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Company Profile

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Our Journey

Founded in 1941 in Howrah, West Bengal, Bally Fabs International Limited has grown into a global leader in eco-friendly manufacturing. Operating under the brand The Jute Shop, the company blends tradition with innovation to deliver high-quality biodegradable products worldwide.

Bally Fabs' growth is driven by core strengths: product excellence, process innovation, customer focus, and sustainability leadership. Its product portfolio includes 100% biodegradable jute bags, eco-friendly cotton bags, and durable polypropylene twine made from natural fibers.

Committed to environmental stewardship, Bally Fabs promotes biodegradable materials, implements energy-efficient processes, ensures recyclable product design, and maintains ISO 9001 quality standards. With a strong global presence, the company continues its mission to provide sustainable solutions that balance craftsmanship, innovation, and responsibility — **shaping a greener future for industries and communities worldwide.**

Bally Fabs International Limited's manufacturing sites:

- Howrah, West Bengal – Headquarters and a major manufacturing hub for jute and cotton products.
- Bishnupur, South 24 Parganas – Facility for preparation and spinning of jute and natural fibers.

About This Report

GRI 2-3 | Reporting period, frequency, and contact point

GRI 2-4 | Restatements of information

We, Ballyfabs International Limited ("Ballyfabs," "the Company," "we," "our"), are pleased to present our Annual Sustainability Report for Calender year 2024, reaffirming our commitment to Environmental, Social, and Governance (ESG) principles. This report reflects our dedication to sustainable practices, ethical business conduct, and responsible growth, aligned with our vision of creating long-term value while promoting eco-friendly and socially responsible development.

Anchored by the theme "Sustainable Solutions — Weaving a Greener Future", the report highlights our commitment to eco-friendly manufacturing, responsible sourcing, and sustainable textile and packaging solutions for global markets. Structured in line with the Global Reporting Initiative (GRI) Standards and the United Nations Global Compact (UNGC) principles, our sustainability journey is guided by the UN Sustainable Development Goals (UNSDGs).

Reporting Period, Frequency and Contact Point :

This Sustainability Report of Ballyfabs International Limited presents information, initiatives, and performance data for the Calender year 1st January 2024 to 31st December 2024. The disclosures encompass our business model, strategic priorities, risks and opportunities, sustainability performance, and forward-looking outlook. Every effort has been made to ensure the accuracy, reliability, and completeness of the information disclosed in this report.

For queries or further information regarding this report, stakeholders may contact:

Sustainability & CSR Cell:

Ballyfabs International Limited

Phone: [+91 33 22892516]

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.

A Message From Our Leadership

GRI 2-22: Statement on Sustainable Development Strategy

"Weaving Sustainability into Every Thread — for People, Planet, and Progress."

Dear Bally Fabs International Limited Family,

At the core of Bally Fabs International Limited lies a strong commitment to innovation, integrity, and the wellbeing of our people and the planet. It is with pride that we present this Sustainability Report — not just as a record of progress, but as a testament to our journey toward a sustainable future.

This report reflects our dedication to embedding sustainability into every aspect of our operations. From pioneering environmentally responsible manufacturing practices to advancing resource efficiency and renewable energy initiatives, our mission goes beyond meeting goals — it is a pledge to future generations.

We also recognise that true sustainability encompasses social responsibility. We are committed to safeguarding labor rights, ensuring safe workplaces, offering fair compensation, and supporting professional growth. Our diverse and inclusive workplace fosters respect, trust, and opportunities for all, powered by training programs, robust health and safety measures, and initiatives that nurture belonging.

Furthermore, our dedication to ethical business practices is unwavering. Through stringent anti-corruption policies, transparent processes, and continuous ethics training, we build trust with our stakeholders while ensuring the long-term resilience of our business.

Together, we continue weaving sustainability into every thread of our operations — for the benefit of people, the planet, and progress.

— Leadership Team, Bally Fabs International Limited

Mr Surya Prakash Dadheech

Managing Director & CEO

Sustainability Vision & Commitment

GRI 2-22 | GRI 2-24 | GRI 2-25 | GRI 2-12

Vision

At Bally Fab International Limited aims to be The Global player in Wind turbine Rotor Blade, nacelle cover/spinner Tooling, Manufacturing & Services for Indian and Global Wind energy organizations in next and 5 years.

- In addition to wind energy, Bally Fabs aims to be an active player (nearly 20% of its capacity) in Automobile, Mass transit and Defense for Composites Tooling and Process Design, Tooling, Manufacturing and support services.

Mission

Bally Fab International Limited will

- Establishing global tie ups to improve exports apart from its present Indian market.
- Ensure products are of International quality standards.
- Retain key personals and enhance their skills from time to time through better exposure to the latest technology and will attract new customers by establishing state of the art factory and infrastructure.

Our Sustainability Commitment

Ballyfabs International Limited has established a comprehensive, data-driven sustainability framework that integrates environmental stewardship, ethical governance, and social responsibility. The framework is anchored by measurable targets and a commitment to continuous improvement. Supported by certifications, policies, and performance metrics, it reflects the Company's dedication to responsible growth and serves as a key element of this Annual Sustainability Report.

Stakeholder Engagement

GRI 2-29 | GRI 3-1

At Ballyfabs International Limited, stakeholders are central to our sustainability journey. We maintain open communication and transparent engagement to build trust and accountability. Through ethical practices and respect for human and environmental values, we ensure stakeholder voices guide our actions and align our growth with sustainable development goals.

Materiality Overview

GRI 3-1 | GRI 3-2

At Ballyfabs, sustainability is not an obligation — it is a commitment woven into the fabric of our strategy, operations, and culture. Our materiality process reflects our dedication to addressing the issues that matter most to our stakeholders and our planet. This approach enables us to drive resilient growth, foster trust, and deliver long-term value.

Key Stakeholder Groups & Engagement Channels Outcomes of Engagement

We actively listen to and engage with our diverse stakeholder community — from employees, customers, investors, and suppliers to local communities, regulators, and industry bodies. Our engagement mechanisms include:

- Collaborative forums and stakeholder consultations
- Regular audits and performance reviews
- Training and capacity building
- Transparent grievance mechanisms
- Strategic community investment initiatives
- Through open dialogue, we gain deep insights into expectations, enabling us to align our operations with stakeholder priorities and global sustainability standards.

Stakeholder Engagement

GRI 2-29 | GRI 3-1

Material ESG Priorities::

We have identified key ESG material issues guiding our sustainability strategy. Environment priorities include emission reduction, resource efficiency, and regulatory compliance. Social priorities focus on workforce development, labor rights, community engagement, safety, and sustainable products. Ethics priorities emphasize product quality, transparency, compliance, and ethical governance to strengthen trust and resilience.

Proactive Mitigation Strategies:

Our strategy for addressing these issues is grounded in foresight and innovation:

- Diversifying suppliers and securing long-term contracts to mitigate raw material and currency risks
- Strengthening operational continuity through preventive maintenance, workforce training, and technology upgrades
- Maintaining robust compliance frameworks and governance standards
- Embedding ethics and integrity through codes of conduct and training programs
- Innovating sustainable product solutions and circular economy initiatives
- Setting ambitious carbon reduction targets and advancing resource efficiency

Strategic Roadmap for Sustainable Growth:

- Short Term (1-2 Years): Strengthen compliance, deepen stakeholder engagement, and advance waste and safety initiatives.
- Medium Term (3-5 Years): Invest in renewables, build resilient supply chains, expand sustainable products, and enhance ESG training.
- Long Term (5+ Years): Reduce carbon footprint, drive sustainable textile innovation, and achieve global ESG leadership.

Our Commitment:

Ballyfabs International Limited is steadfast in its journey toward sustainability — embedding resilience, ethical governance, innovation, and environmental stewardship into every aspect of our operations. Through continuous improvement and strategic foresight, we aim to deliver lasting value to our stakeholders and contribute meaningfully to a sustainable future.



Ethical Business Conduct

The Section of Sustainability Report includes :

- Code of Ethics & Business Conduct
- Anti-Corruption and Bribery Prevention
- Information Security and Data Privacy



Ethics & Compliance

GRI 2-23, 2-24, 2-26, 205-1, 205-2, 206-1, 418-1

Ethics Policy:

(GRI 2 | GRI 205 | GRI 206)

Ballyfabs International Limited is committed to maintaining the highest standards of integrity, accountability, and transparency. The company strives to prevent corruption, promote ethical practices, and protect information security across all operations.

Key Focus Area:

1. Corruption: Carry out due diligence specific to anti-bribery and corruption when evaluating mergers and acquisitions and joint ventures

Qualitative Targets: Maintain a zero-tolerance policy for bribery and corruption and ensure strict compliance with anti-corruption laws and company policies

Quantitative Target: Ensure inclusion and compliance of anti-bribery clauses into 100% of supplier and partner contracts by year 2030.

2. Conflict of interest: Ensure secure collection, processing, and storage of third-party information.

Qualitative Targets: Promote a culture of transparency, encouraging employees to avoid situations where personal interests could conflict with business interests.

Quantitative Target: Achieve 100% completion rate of conflict of interest disclosures by all managers by year 2030.

3. Fraud: Prevent and detect fraud through internal controls, regular audits, and secure reporting mechanisms.

Qualitative Targets: Encourage vigilance and accountability among employees in detecting unusual or suspicious activities.

Quantitative Target: Conduct fraud risk assessments across all functions annually.

4. Money Laundering: Comply with AML laws by verifying transactions, monitoring for suspicious activity, and training employees on red flags.

Qualitative Targets: Build a culture of ethical compliance where all suspicious activity is reported and addressed promptly.

Quantitative Target: Zero non-compliance incidents with AML regulations till year 2030.

5. Responsible Use of Company Assets: Use company resources efficiently and solely for legitimate business purposes, avoiding waste or misuse.

Qualitative Targets: Promote efficient and ethical use of company resources through awareness campaigns.

Quantitative Target: Conduct quarterly asset usage reviews to ensure 100% resources are used only for business purposes.

6. Information Security: Ensure secure collection, processing, and storage of third-party information.

Qualitative Targets: Ensure continuous improvement of security measures in line with emerging threats and regulatory requirements.

Quantitative Target: 100% of employees complete information security awareness training by year 2030, covering data privacy, phishing prevention, and risk mitigation strategies.

Ethics Policy Practical Guidance:

Preventing Corruption: Supplier offers gifts for favors → Decline and report.

Conflict of Interest: Evaluating a vendor owned by a relative → Disclose and recuse.

Fraud: Duplicate invoices → Flag and report.

Anti-Money Laundering: Split transactions to avoid reporting → Flag and report.

Information Security: Confidential info left exposed → Report and secure immediately.

Ballyfabs International Limited maintains zero-tolerance for Ethics Policy violations.

Reporting Violations: Employees may report unethical behaviour via supervisors, the compliance team, or a confidential whistleblower system.

Investigation Process: All reports are investigated promptly and confidentially, protecting whistleblower identities.

Corrective Actions: Confirmed violations result in disciplinary measures, including retraining, suspension, or termination.

Protection from Retaliation: Retaliation against reporters or participants in investigations is strictly prohibited.

Review Mechanism:

- The Ethics Policy is reviewed annually by the Compliance Officer, updated as needed based on audits, laws, or feedback, and communicated to all employees with necessary training.

Code of Ethics & Business Conduct

(GRI 2-23, 2-24, 2-25, GRI 205-1, 205-2, 205-3, GRI 206-1)

BFIL's Code of Ethics and Business Conduct forms the backbone of its corporate governance structure. It is designed to instill integrity, fairness, and accountability across all business operations. The code is communicated to all employees, stakeholders, and partners, ensuring that ethical values are embedded in daily decision-making and corporate culture.

The company conducts periodic training sessions for employees across all levels to ensure that they understand ethical conduct, compliance obligations, and risk awareness. Training includes real-life case studies, scenario analysis, and updates on governance policies.

To facilitate transparency and accountability, BFIL has implemented a confidential whistleblower mechanism that allows employees, contractors, and other stakeholders to report concerns without fear of reprisal. This mechanism is regularly reviewed to enhance accessibility and effectiveness.

Sensitive transactions, which may involve high risks or significant strategic decisions, are governed by formal approval protocols to maintain checks and balances. These procedures ensure transparency, mitigate risks, and uphold the company's integrity.

Regular internal reviews of ethical practices, employee compliance, and governance protocols are part of BFIL's continuous improvement approach, aligning with global best practices and stakeholder expectations.

Anti-Corruption and Bribery Prevention

(GRI 205-1, GRI 205-2, GRI 205-3, GRI 102-17, GRI 102-18)

BFIL maintains a zero-tolerance approach to corruption and bribery, reinforced through structured policies and operational safeguards. Anti-corruption awareness is embedded across operations through ongoing employee training programmes, which cover topics such as recognising bribery risks, ethical decision-making, and reporting mechanisms.

A detailed due diligence programme governs third-party relationships. This involves thorough assessments of suppliers, vendors, contractors, consultants, and other business partners before engagement, ensuring their alignment with BFIL's ethical standards and compliance obligations.

Corruption risk assessments are conducted periodically to identify potential vulnerabilities, prioritise risk mitigation efforts, and improve controls. These assessments inform strategic planning and governance policy refinement.

Internal audits and formal reviews of anti-corruption control systems are carried out to ensure their effectiveness and compliance with regulations. Findings from these audits lead to continuous improvement of policies, processes, and training modules.

BFIL provides clear and accessible reporting channels for all stakeholders to flag potential corruption or bribery concerns. These channels are backed by structured investigation and remediation processes to ensure accountability and corrective action where necessary.

Information Security & Data Governance Framework:

(GRI 418-1, GRI 103-1, GRI 103-2, GRI 103-3)

In today's digital environment, BFIL recognises the critical importance of safeguarding information assets. The company has developed an integrated Information Security and Data Privacy framework that aligns with international best practices and legal requirements.

Employee training on data security is a core aspect of this framework. Training covers safe handling of confidential information, cyber hygiene, password protection, phishing awareness, and compliance with privacy regulations. The training is regularly updated to respond to evolving cyber risks.

Information security due diligence is performed on all third parties before engagement. This ensures that suppliers, partners, and service providers maintain adequate safeguards for data confidentiality, integrity, and availability.

The company conducts regular information security risk assessments to proactively identify vulnerabilities and implement mitigation measures. Security audits, both internal and independent external reviews, are used to validate the effectiveness of security measures and identify opportunities for enhancement.

BFIL has established a comprehensive Incident Response Plan (IRP) to handle potential breaches of confidential information. The IRP includes clearly defined detection, containment, response, and recovery procedures. This ensures timely action to protect stakeholders and minimise operational impact.

A robust records retention schedule governs how information is stored and disposed of. The company also maintains clear protocols for obtaining consent from stakeholders regarding the collection, storage, sharing, and retention of personal data. These processes ensure compliance with applicable privacy laws and build trust with customers, employees, and partners.

In addition to compliance, BFIL continuously invests in technological solutions and process improvements to enhance information security and ensure resilience against evolving threats.



Environmental Responsibility

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- Sustainable Product Design & Circular Economy
- End-of-Life Product Stewardship





Environmental Responsibility

Environmental Policy & Governance:

(GRI 302, GRI 303, GRI 305, GRI 306, GRI 307)

Ballyfabs International Ltd. is dedicated to conducting business in an environmentally responsible manner. We strive to minimize our environmental footprint and promote sustainable practices throughout our operations and product offerings.

Key Focus Area:

1. Energy Consumption and Greenhouse gases: Improve energy efficiency and lower greenhouse gas emissions through energy-efficient equipment, process.

Qualitative Targets: Transition to renewable energy sources, including rooftop solar power systems and lower greenhouse gas emissions.

Quantitative Target: Achieve a 15% reduction in overall greenhouse gas emissions through renewable energy integration and energy-efficient operations by year 2030.

2. Water Conservation: Conserve water resources across operations and product life cycle while ensuring safe water, sanitation, and hygiene (WASH) for employees.

Qualitative Targets: Implement rainwater harvesting structures at all major sites to recharge groundwater and support non-potable use.

Quantitative Target: Reduce water consumption intensity by 25% per unit of production by year 2030.

3. Biodiversity: Monitor and reduce emissions of particulates, VOCs, and other air pollutants from operations.

Qualitative Targets: Partner with NGOs for conservation of local ecosystems.

Quantitative Target: Plant and maintain 200 native trees by year 2030 near operational areas.

4. Air Quality Management: Monitor and reduce emissions of particulates, VOCs, and other air pollutants from operations.

Qualitative Targets: Quarterly monitor ambient air quality around facilities and publish results.

Quantitative Target: Lower SO_x, NO_x, VOCs, and PM emissions by 90% and eliminate routine air quality exceedances by year 2030.

5.Product use: – Design and deliver products with life cycle thinking to minimize resource use, carbon emissions, and waste during application.

Qualitative Targets: Emphasize only on sustainable product usage in the product guidelines provided to the users.

Quantitative Target: Ensure 80% of new products launched by year 2030 have at least one eco-design feature such as reduced energy demand.

6.Product End-of-Life: Encourage recycling, recovery, and safe disposal of packaging and finished products.

Qualitative Targets: Launch customer awareness campaigns on responsible disposal practices and recycling options.

Quantitative Target: Conduct 2 customer awareness campaigns annually on responsible product disposal and recycling practices, reaching a minimum of 70% of our customer base by year 2030.

7.Customer Health and Safety: Safeguard customer health and safety through transparent communication, training, and compliance with regulations.

Qualitative Targets: Continuously review and update safety protocols in alignment with evolving laws, standards, and industry best practices.

Quantitative Target: Maintain zero product recalls due to safety concerns annually.

8.Sustainable Materials Usage – Promote sustainable sourcing and use of materials throughout the supply chain

Qualitative Targets: Adopt circular economy practices through segregation and recycling.

Quantitative Target: Reduce hazardous chemical usage by 50% by year 2030 by substituting with safer alternatives.

9.Waste Reduction & Management - Minimize waste generation and promote recycling and reuse of materials

Qualitative Targets: Ensure safe handling and disposal of hazardous waste in full compliance with environmental regulations and best practices.

Quantitative Target: Attain a 50% recycling and reuse rate and move towards zero waste-to-landfill by year 2030.

10.Environmental services and advocacy: Partner with stakeholders to promote responsible sourcing, environmental awareness, and continuous improvement across the value chain.

Qualitative Targets: Support local environmental initiatives and awareness programs to promote sustainability.

Quantitative Target: Allocate 2% of annual profits towards community-based environmental projects such as afforestation, clean water access, or renewable energy adoption by year 2030.

Review Mechanism:

- The policy is reviewed annually by the Environmental Manager, updated based on audits, feedback, and stakeholder input, and communicated to employees and stakeholders to ensure effective implementation.

Energy Efficiency, Emissions Reduction & Climate Action

GRI 103 – Management Approach (GRI 302-1, 302-3, 302-4, GRI 305-1, 305-2, 305-3, 305-4, 305-5)

(applies across all material topics)

GRI 302 – Energy / GRI 305 – Emissions

Energy Efficiency, Renewable Energy Integration, and Climate Action:

Commitment to Energy Efficiency and Climate Responsibility

Bally Fabs International Limited (BFIL) recognizes energy efficiency and carbon emissions as high-priority environmental, social, and governance (ESG) concerns. Understanding their critical impact on operational performance, environmental stewardship, and stakeholder trust, the company has embedded a multi-pronged approach to address energy consumption and greenhouse gas (GHG) emissions across its operations. Guided by global sustainability frameworks, including the United Nations Sustainable Development Goals (UN SDGs), and aligned with best industry practices, these initiatives reflect BFIL's commitment to sustainable growth.

Advancing Cleaner Energy Solutions

BFIL is undertaking a structured transition to cleaner energy sources to reduce dependency on fossil fuels and lower GHG emissions. This includes integrating renewable energy such as solar power generation, already implemented at select manufacturing facilities. Ongoing assessments aim to expand renewable capacity, ensuring greater energy independence and long-term cost efficiency. Beyond on-site generation, the company is exploring renewable electricity sourcing through external providers, aligning with national sustainability agendas and global best practices. This blended approach reduces Scope 2 emissions and strengthens resilience against regulatory changes and fossil fuel market fluctuations, with progress tracked transparently through sustainability disclosures. Future focus will be on scaling renewable generation capacity, diversifying clean energy sources, and embedding climate-conscious practices throughout operations.

Carbon Neutrality and Offset Programs

Complementing its emission reduction strategy, BFIL invests in verified carbon offset programs supporting projects such as afforestation, reforestation, and renewable energy development. These projects deliver measurable environmental benefits while compensating for residual emissions that cannot yet be eliminated. Offsets are selected in alignment with internationally recognized standards to ensure credibility and transparency. This dual approach enables BFIL to advance its decarbonization journey while contributing to global climate action. Looking ahead, the company plans to expand participation in high-quality offset initiatives while continuing to prioritize direct emission reductions through energy efficiency improvements and renewable energy adoption, forming an integrated pathway toward climate resilience and sustainable growth.

Monitoring and Improving Energy Performance

BFIL conducts regular evaluations of energy consumption and carbon performance across offices, manufacturing facilities, and transportation operations. These evaluations identify opportunities for improved efficiency and reduced emissions, informing operational planning and sustainability disclosures. This transparent approach reinforces the company's commitment to climate action and resource efficiency.

Technological Upgrades for Efficiency

To further reduce its environmental footprint and enhance operational performance, BFIL is modernizing manufacturing facilities with advanced machinery and equipment. These technology upgrades lower energy consumption compared to industry peers, strengthen production reliability, and enhance competitiveness. Advanced thermal systems are also integrated to capture and repurpose energy otherwise lost during manufacturing processes, enabling the simultaneous generation of multiple energy forms from a single fuel source. These initiatives improve operational efficiency while reducing GHG emissions.



Sustainable Transportation Initiatives

Recognizing transportation, including logistics and employee commuting, as a significant source of emissions, BFIL implements operational improvements and cleaner transport solutions. These include route optimization, adoption of cleaner fuels, and evaluation of low-emission vehicle technologies. These measures support regulatory compliance, improve operational efficiency, and contribute to the company's climate objectives, with progress reported transparently in sustainability disclosures.

Continuous Innovation for Energy and Emission Reduction

Beyond core measures, BFIL actively pursues additional initiatives to lower energy consumption and GHG emissions. This includes process optimization, adoption of manufacturing best practices, and enhanced resource utilization. These innovative approaches are embedded in operational protocols and reported transparently, reinforcing the company's commitment to continuous improvement, climate stewardship, and sustainable manufacturing.



Sustainable Water Management and Conservation

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

Recognizing Water as a Critical Resource

Bally Fabs International Ltd. understands that water is a vital resource and a core element of its environmental responsibility. Addressing water scarcity and promoting responsible water use are integral to the company's sustainability strategy. Through targeted initiatives, the company manages water resources efficiently across all operations, reducing environmental impact and strengthening resilience

Water Recycling and Reuse

Advanced technologies and operational practices are implemented to reclaim and reuse water within manufacturing processes. Treated water is reintegrated for production, cooling, or irrigation purposes, significantly reducing dependence on freshwater sources. These measures enhance operational efficiency, lower environmental impact, and are documented in operational guidelines and sustainability disclosures to ensure transparency and continual improvement.

Wastewater Quality Monitoring and Management

The company maintains a robust wastewater quality monitoring framework across its facilities to ensure responsible water management and regulatory compliance. Regular testing of parameters such as COD, BOD, pH levels, and suspended solids—conducted through in-house and third-party laboratories—ensures effluent meets or exceeds environmental standards. Findings from these assessments inform process optimizations, including adjustments in chemical dosing, improved treatment processes, and enhanced pre-discharge filtration. These measures reduce pollutant loads, conserve water, and are recorded in the environmental management system and sustainability reporting, demonstrating a strong commitment to compliance and resource stewardship.

Rainwater Harvesting and Utilization

Bally Fabs strengthens its water conservation efforts through the implementation of rainwater harvesting systems at its facilities. These systems capture and store rainwater for use in production support, cooling, and sanitation. By integrating rainwater harvesting into daily operations, the company reduces dependence on freshwater sources, alleviates pressure on local water supplies, and enhances resilience against water scarcity. These initiatives are supported by operational procedures and reflected in sustainability disclosures, underscoring the company's dedication to environmental stewardship.

Comprehensive Water Stewardship

Beyond core measures, Bally Fabs adopts a comprehensive approach to water management. This includes optimizing water use in manufacturing processes, implementing water-saving technologies, enhancing treatment systems, and fostering water conservation awareness among employees.

The company continues to explore innovative approaches to further improve water efficiency and minimize environmental impact. These actions are embedded in operational protocols and communicated transparently through sustainability disclosures, reinforcing BFIL's commitment to continuous improvement, regulatory compliance, and long-term resource conservation.

Air Quality & Environmental Impact Management

(GRI 305-7, GRI 303-3, GRI 307-1)

Preventing Atmospheric Pollutants and Environmental Nuisances:

Bally Fabs International Ltd. recognizes the prevention of atmospheric pollutants and environmental nuisances as a core element of its environmental responsibility. The company integrates measures into operational planning and manufacturing processes to minimize emissions and their impact on local environments. This includes upgrading to energy-efficient machinery, optimizing production cycles, and strengthening preventive maintenance to reduce energy losses and pollutant generation at the source. Enhanced emission control systems, air filtration units, and dust suppression technologies are deployed across facilities to limit the release of particulate matter (PM), volatile organic compounds (VOCs), and other pollutants. Noise, odor, and light pollution are actively monitored and mitigated through equipment design improvements, operational adjustments, and compliance with local environmental regulations. These initiatives are supported by documented procedures, monitoring programs, and periodic environmental assessments, ensuring continuous improvement. Through these actions, BFIL strengthens operational efficiency, safeguards community health, and reinforces its commitment to environmental stewardship and sustainable manufacturing.

Mitigating Particulate Matter Emissions

Bally Fabs International Ltd. places strong emphasis on controlling and reducing particulate matter emissions as part of its broader environmental management strategy. The company has integrated advanced dust control measures within its manufacturing operations, including the installation of dust collection and extraction systems, filtration units, and water suppression mechanisms to minimize airborne particles at the source. Formalized cleaning protocols and regular maintenance schedules ensure that equipment operates efficiently and emission levels remain low. These measures are complemented by continuous monitoring and adherence to environmental standards, with findings incorporated into operational procedures and sustainability reporting. Through these initiatives, BFIL not only safeguards worker health and community well-being but also strengthens its commitment to sustainable manufacturing and responsible environmental stewardship.

Noise Monitoring and Control

Bally Fabs International Ltd. maintains a proactive approach to monitoring noise levels across its operations to ensure environmental compliance and protect surrounding communities. The company undertakes regular site boundary noise measurements using structured monitoring programs supported by internal systems and independent assessments. The data collected is used to assess operational performance and guide improvements, including targeted upgrades and adjustments to processes to reduce noise impact. Findings are recorded within the environmental management system and incorporated into sustainability disclosures, reflecting BFIL's commitment to continuous improvement, community well-being, and responsible operational management.

Noise Control and Abatement Strategies

Bally Fabs International Ltd. adopts targeted measures to reduce noise emissions and minimize their impact on surrounding communities. These measures include the installation of acoustic control systems, noise barriers, and insulation in specific production areas to absorb and reduce sound levels. Equipment upgrades and maintenance practices are designed to improve operational efficiency while lowering noise generation at the source. Such interventions are guided by regular monitoring results and integrated into operational procedures, ensuring ongoing effectiveness. These efforts are documented within the company's environmental management system and reflected in sustainability disclosures, underscoring BFIL's commitment to responsible manufacturing and environmental stewardship.

Odor Control Practices

Bally Fabs International Ltd. implements a range of measures to manage and reduce odor emissions, ensuring minimal impact on surrounding communities and compliance with environmental standards. These measures include the use of isolated storage solutions, improved ventilation systems, and targeted process adjustments to control odor generation at the source. Operational practices are designed to integrate these controls seamlessly into daily workflows, supported by regular monitoring and performance reviews. Outcomes are documented within the company's environmental management framework and communicated through sustainability disclosures, reflecting BFIL's ongoing commitment to environmental responsibility and community well-being.

Traffic and Road Congestion Management

Bally Fabs International Ltd. implements logistical measures to manage transportation efficiently and reduce traffic impact in surrounding areas. Delivery schedules are optimized to avoid peak traffic times, improving flow and reducing congestion. Supply chain planning is coordinated with transport partners to ensure efficient routing and reduced travel distances. Operational adjustments are applied to minimize unnecessary trips and idle time for vehicles. Monitoring and review mechanisms are in place to assess traffic impact and guide further improvements. Results and progress are documented within operational protocols and sustainability disclosures, reflecting the company's commitment to responsible operations and community well-being.

Sulphur Emission Reduction through Closed Loop Systems

Bally Fabs International Ltd. has adopted advanced systems to minimize sulphur emissions and improve environmental performance. This includes the implementation of closed-loop processes that capture and recover sulphur generated during manufacturing, preventing its release into the atmosphere. Purpose-built equipment and enclosures are integrated into operations to ensure efficient sulphur absorption and containment. These systems are supported by documented procedures and regular performance monitoring to maintain effectiveness and compliance with environmental standards. Outcomes are recorded within the company's operational protocols and reflected in sustainability disclosures, underscoring BFIL's commitment to innovation, environmental stewardship, and responsible manufacturing.



Resource Efficiency, Hazardous Substances & Waste Reduction

(GRI 301-3, GRI 303-1, GRI 303-2, GRI 306-1, 306-2, 306-3, 306-4)

Optimizing Resource Efficiency through Process Innovation

Bally Fabs International Ltd. integrates process optimization as a core component of its resource efficiency strategy to minimize material consumption across operations. The company continuously evaluates manufacturing workflows and adopts advanced methods to reduce the use of raw materials, chemicals, and other inputs without compromising quality. Improvements include refining production techniques, optimizing equipment settings, and adopting manufacturing parameters that lower resource intensity. Where feasible, recovered materials and recycled inputs are incorporated into processes to extend resource lifecycles and reduce environmental impact. These initiatives enhance operational efficiency, cost-effectiveness, and align with BFIL's commitment to sustainable manufacturing, with outcomes documented in operational protocols and sustainability disclosures.

Circular Economy Practices through Material Recovery

BFIL actively incorporates the recovery and reuse of input materials as part of its circular economy practices. The company identifies opportunities to reclaim materials such as scrap wood, paper, and other production by-products, repurposing them for use in other processes or applications. This not only reduces reliance on virgin materials but also minimizes waste generation and lowers the environmental footprint of operations. In addition, equipment and components no longer in active use are evaluated for refurbishment or reuse, further extending their lifecycle. These initiatives are embedded within operational procedures and supported by documented evidence, with results communicated through sustainability reporting to ensure transparency and continuous improvement.

Promoting Sustainable Inputs through Eco-Friendly Materials

Bally Fabs International Ltd. integrates eco-friendly and biodegradable materials into its production processes to reduce environmental impact and strengthen sustainability. The company prioritizes sourcing materials that minimize waste generation and support responsible resource use, including biodegradable substances and eco-certified products aligned with industry best practices. These practices are embedded in procurement policies and operational workflows, supported by documented procedures and project records. The results of these initiatives are regularly communicated through sustainability disclosures, reflecting BFIL's commitment to reducing waste, improving environmental performance, and advancing circular economy objectives.

Preparedness for Environmental Emergencies

The company places strong emphasis on preparedness and response to environmental emergencies, particularly those involving the potential release of chemicals during operations. BFIL has established comprehensive procedures to prevent and address such incidents, ensuring both environmental protection and operational safety. Measures include clearly defined emergency response protocols, specialized containment equipment, and staff training programs to ensure swift, effective action. These efforts are reinforced through regular drills, operational guidelines, and incident reviews, demonstrating BFIL's commitment to safeguarding ecosystems, maintaining regulatory compliance, and fostering a culture of environmental responsibility.

Ensuring Safe Handling of Hazardous Substances

BFIL implements a comprehensive approach to the safe management of hazardous substances, ensuring environmental protection and workplace safety throughout their lifecycle. This includes clear protocols for the labeling, storage, handling, and transportation of hazardous materials in compliance with regulations and best practices. Dedicated storage facilities, specialized handling equipment, and trained personnel reduce the risk of accidental release or exposure. Regular reviews and updates to operational procedures integrate technological improvements and safety learnings. Documentation of these practices—including safety audits and training records—reinforces the company's commitment to operational safety, compliance, and environmental stewardship.

Building Workforce Capacity for Chemical Safety

Employee training is central to BFIL's approach to safe chemical management. The company delivers regular training programs covering proper labeling, storage, handling, transportation protocols, and emergency preparedness. These sessions combine theoretical instruction with practical demonstrations to ensure employees understand both regulatory requirements and best practices. Training outcomes are monitored through attendance records, assessments, and performance reviews, fostering a culture of compliance, safety, and environmental responsibility across the organization.

Specialized Treatment and Safe Disposal Practices

BFIL employs specialized processes for the treatment and safe disposal of hazardous substances to minimize environmental impact. This includes secure containment, controlled handling, and segregation procedures to prevent accidental release or contamination. Disposal is conducted through authorized channels that comply with environmental regulations and industry best practices. These processes are guided by detailed operational protocols and reinforced by regular monitoring, underlining BFIL's commitment to environmental stewardship, workplace safety, and regulatory compliance.

Transition to Safer Chemical Alternatives

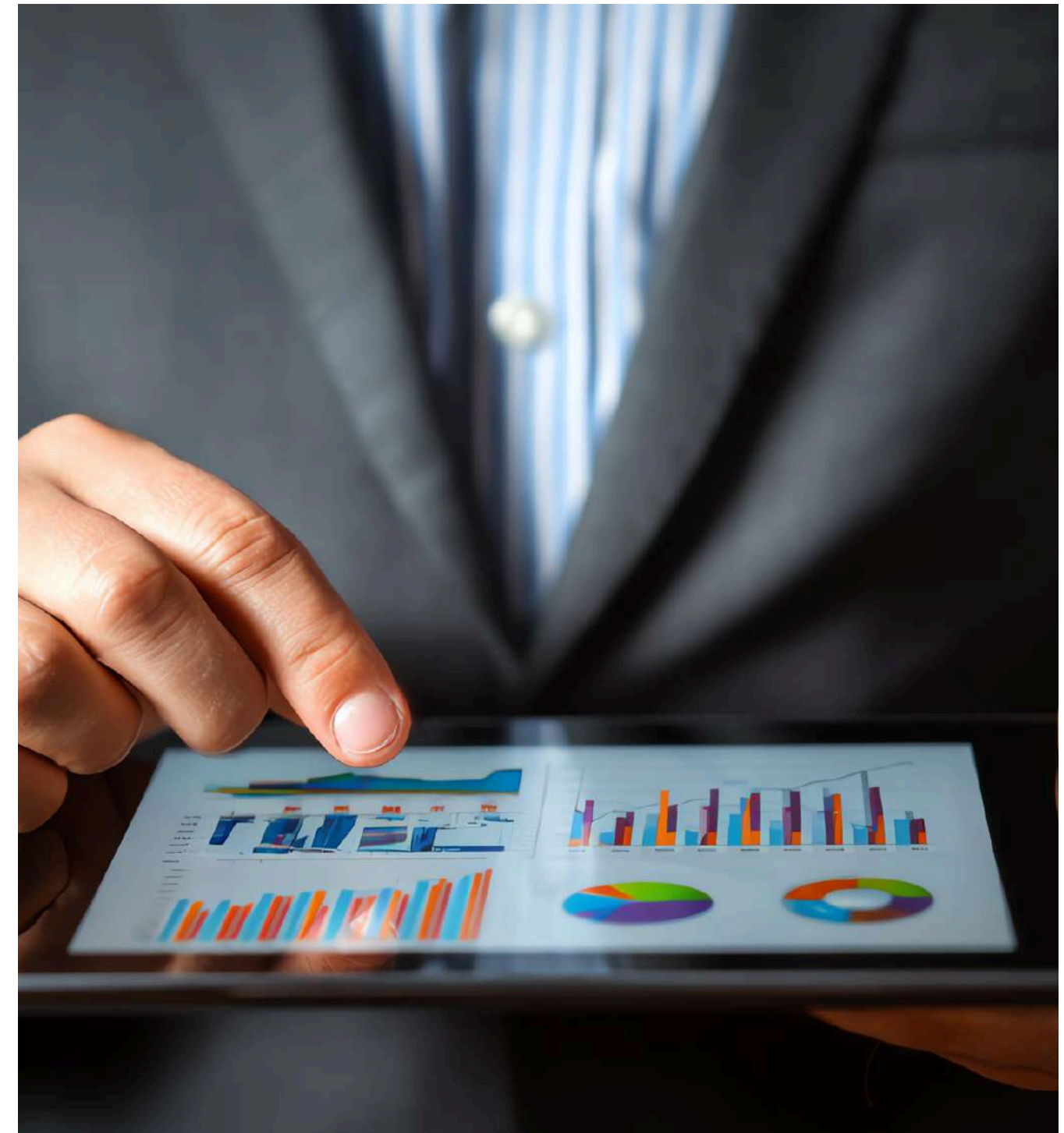
The company is committed to minimizing the environmental and health impacts of operations by gradually transitioning to safer and less hazardous substances. BFIL evaluates and adopts eco-friendly alternatives tailored to specific production requirements, such as non-chlorinated agents and organic-based materials. These changes are supported by systematic process reviews, updated operational procedures, and employee training to ensure effective implementation. Outcomes are tracked and communicated through sustainability disclosures, underscoring BFIL's commitment to safe operational practices and environmental stewardship.

Eliminating Persistent Organic Pollutants (POPs)

BFIL recognizes the critical importance of reducing Persistent Organic Pollutants (POPs) to protect ecosystems and human health. The company integrates targeted strategies to eliminate or minimize POPs, including careful raw material selection, adoption of eco-friendly inputs, and advanced process control measures. This includes filtration and treatment systems to prevent the generation and release of harmful pollutants such as PAHs, pesticides, and industrial chemicals. Comprehensive monitoring and compliance protocols ensure alignment with national regulations and international standards. These initiatives are documented and communicated in sustainability disclosures, reinforcing BFIL's commitment to responsible manufacturing and continuous improvement.

Integrated Management of Materials and Chemicals

Beyond individual initiatives, BFIL adopts a holistic approach to materials and chemicals management, integrating process optimization, safe handling protocols, and technology upgrades to safeguard environmental quality and workplace safety. This includes continuous improvement, regular audits, adoption of safer alternatives, and the promotion of eco-friendly inputs. By embedding these measures into operational planning and sustainability reporting, BFIL demonstrates its dedication to transparency, regulatory compliance, and long-term resource stewardship.



Integrated Waste Management Practices

(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Minimizing Waste through Reuse and Recovery

Bally Fabs International Ltd. adopts a proactive approach to waste minimization, focusing on the reuse, recovery, and repurposing of materials generated within its operations. This approach is embedded in the company's broader resource efficiency framework, ensuring that waste streams are treated as opportunities for recovery rather than disposal. The company actively identifies opportunities to reuse furniture parts, equipment components, and other materials, extending their lifecycle and reducing reliance on virgin inputs. Equipment and components no longer in active use are evaluated for refurbishment or repurposing, contributing to both waste reduction and operational efficiency. These measures are supported by documented workflows and integrated into operational planning, reflecting BFIL's commitment to sustainability and responsible resource management.

Workforce Engagement in Waste Reduction

Recognizing the pivotal role of employees in achieving waste reduction goals, Bally Fabs International Ltd. invests in ongoing training programs to strengthen waste management awareness and capabilities across its workforce. These programs combine practical training, classroom learning, and hands-on demonstrations to equip employees with the knowledge to reduce waste generation and contribute to sustainable operational practices. Training content covers topics such as waste segregation, reuse opportunities, and safe handling of waste materials. Participation in these programs is monitored and documented, ensuring accountability and the continual embedding of waste-conscious behavior across all levels of the organization. These initiatives align with the company's broader ESG commitments and are reflected in sustainability disclosures.

Structured Waste Sorting and Disposal

BFIL maintains a systematic waste sorting process to enhance the efficiency and sustainability of its waste management. Waste generated during production and operational activities is sorted into distinct streams — such as wood, electronic waste, scrap metals, plastics, glass, and other materials — to facilitate safe and environmentally responsible disposal or recycling. Sorting at the source ensures that reusable or recyclable materials are diverted from landfills and reintegrated into production cycles where feasible. This approach supports the company's waste reduction objectives, minimizes environmental impact, and aligns with circular economy principles. Waste sorting protocols are embedded into operational processes, with outcomes and improvements documented and reported in sustainability disclosures.

Mapping Waste Streams for Continuous Improvement

To enhance control over waste management and identify opportunities for improvement, BFIL applies a robust system of waste stream mapping. This involves tracking waste flows from their point of origin through treatment, recovery, recycling, or disposal. Waste stream mapping provides visibility into operational waste performance, enabling targeted interventions to improve efficiency and reduce environmental impact. The practice supports better decision-making for waste management investments and operational planning, while also strengthening transparency in reporting. Mapping outcomes are integrated into sustainability reports, reinforcing BFIL's commitment to innovation, resource efficiency, and continuous improvement.

Additional Initiatives for Waste Management

Beyond core measures, Bally Fabs International Ltd. pursues a range of complementary initiatives to strengthen waste management and environmental performance. This includes enhancing production process efficiency to minimize scrap generation, introducing innovative recycling partnerships, and exploring new reuse opportunities for process by-products. The company also continuously reviews its procurement and product design strategies to reduce packaging waste and promote the use of recyclable or biodegradable materials. These efforts are documented in operational procedures and sustainability disclosures, underlining BFIL's holistic approach to waste management, regulatory compliance, and long-term environmental stewardship.

Sustainable Product Design & Circular Economy

(GRI 301-1, 301-2, 301-3, GRI 416-1, 416-2)

Evaluating the Environmental Footprint of Products

Bally Fabs International Ltd. undertakes comprehensive environmental studies to understand the impacts of its products throughout their lifecycle. This includes assessments of resource use, emissions, energy consumption, and waste generation from production to end-use. Both internal evaluations and independent studies help the company identify opportunities to enhance product design, improve efficiency, and reduce environmental burdens. These insights are integrated into product innovation strategies, fostering designs that deliver performance while minimizing environmental footprint. Such an approach reflects BFIL's commitment to transparency, responsible manufacturing, and continuous improvement in environmental performance.

Promoting Product Longevity through Use Guidance

BFIL recognizes that extending the lifespan of products significantly contributes to sustainability. To this end, the company develops detailed user guidance that supports efficient use, proper storage, and effective maintenance of its products. This includes practical instructions for reducing resource consumption during operation, ensuring safe handling, and preserving product integrity. For products involving chemical treatments, the company provides specific guidance to prevent unintended releases and degradation. These measures empower customers to make informed choices that prolong product life and reduce environmental impacts over time.

Designing for Resource Efficiency

Resource efficiency is a guiding principle in BFIL's design philosophy. Products are conceived to require fewer resources during their operational life, thereby lowering energy use, water consumption, and waste generation. This includes engineering products to be energy-efficient, incorporating water-saving features, and reducing the need for frequent replacement of consumables. Such design decisions extend the benefits of sustainable manufacturing into the use phase of products, contributing to reduced lifecycle environmental impacts and reinforcing BFIL's vision of responsible production.

Advanced Design to Minimize Microfiber Release

Bally Fabs places importance on reducing environmental impacts from textile wear and maintenance. The company integrates advanced fiber treatments and material innovations to minimize microfiber shedding and tearing. These measures enhance product durability while reducing microplastic pollution in aquatic environments. By embedding such considerations early in the design phase, BFIL strengthens its contribution to circular economy goals and positions itself as a leader in environmentally conscious textile manufacturing.

Enhancing Sustainability Beyond Core Design

Beyond product design, BFIL engages in continuous innovation to explore additional measures that reduce environmental impacts during product use. This includes the adoption of advanced manufacturing processes, integration of sustainable materials, and evaluation of new technologies that improve product efficiency. These initiatives aim to deliver measurable benefits for both users and the environment, extending the sustainability impact of BFIL's products throughout their lifecycle. The company maintains transparency on such initiatives through regular sustainability reporting and stakeholder engagement.

Strategic Waste Reduction Through Material Reuse and Recovery

Bally Fabs integrates strategies for reducing internal waste generation as part of its commitment to resource efficiency. This includes reusing and recovering materials such as production by-products, scrap components, and equipment parts, and repurposing them wherever feasible. Such measures extend material lifecycles, reduce the need for virgin resources, and minimize waste sent for disposal. Waste management practices are regularly reviewed to enhance efficiency and align with evolving sustainability objectives.

Fostering a Culture of Waste Awareness and Training

BFIL invests in employee engagement to strengthen waste management practices. Training programs are designed to build awareness of efficient waste handling, sorting, and reduction techniques. Employees are encouraged to adopt best practices in daily operations, contributing to a culture of sustainability across the company. These initiatives ensure that waste reduction is embedded within the operational ethos and not treated as an isolated activity.

Innovative Approaches to Waste Management

Beyond standard practices, BFIL explores additional strategies to minimize waste and its environmental impact. This includes integrating waste minimization into product and process design, leveraging technology to reduce residual materials, and collaborating with partners to find innovative reuse and recycling pathways. Such forward-looking initiatives are part of the company's commitment to responsible manufacturing and a sustainable future.

End-of-Life Product Stewardship

(GRI 301-3, GRI 306-4, 306-5, GRI 417-1)

Strategic Partnerships for Circular Resource Management

Bally Fabs International Ltd. collaborates with a diverse range of external partners, including industry networks, research institutions, and specialized service providers, to strengthen its approach to product end-of-life management. These collaborations allow the company to integrate innovative recovery methods and leverage specialized infrastructure that enhances product recycling and reuse. This approach not only extends the useful life of products but also supports the transition toward a more circular economy, reflecting BFIL's dedication to sustainable innovation.

Empowering Customers with Disposal Guidance

Recognizing that sustainable product life cycles extend beyond manufacturing, BFIL provides clear and accessible guidance for the responsible disposal and recycling of its products. Through product literature, digital resources, and stakeholder engagement, the company equips customers with the knowledge to make informed choices. This guidance highlights opportunities to return, recycle, or responsibly dispose of products in a manner that supports environmental protection and material recovery, strengthening the lifecycle value of its offerings.

Packaging Optimization for Sustainability

BFIL integrates thoughtful packaging design principles into its product development process, reducing material usage and improving end-of-life handling. Efforts include minimizing packaging weight and complexity while favoring materials that are easier to recycle. By adopting streamlined, monomaterial solutions where feasible, the company improves both sustainability and efficiency in packaging, contributing to a reduced environmental footprint while aligning with its broader circular economy goals.

Designing for Reuse, Disassembly, and Recovery

Product design at BFIL increasingly incorporates principles that make products easier to disassemble, refurbish, or recycle. Standardized components, modular designs, and thoughtful material selection support efficient recovery at the end of product life. These design strategies not only enhance material recirculation but also strengthen the environmental performance of BFIL's product portfolio, demonstrating an integrated approach to sustainability throughout the product lifecycle.



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Ensuring Product-Related Customer Health and Safety:
(GRI 416-1; GRI 416-2)

Designing for Reuse, Disassembly, and Recovery

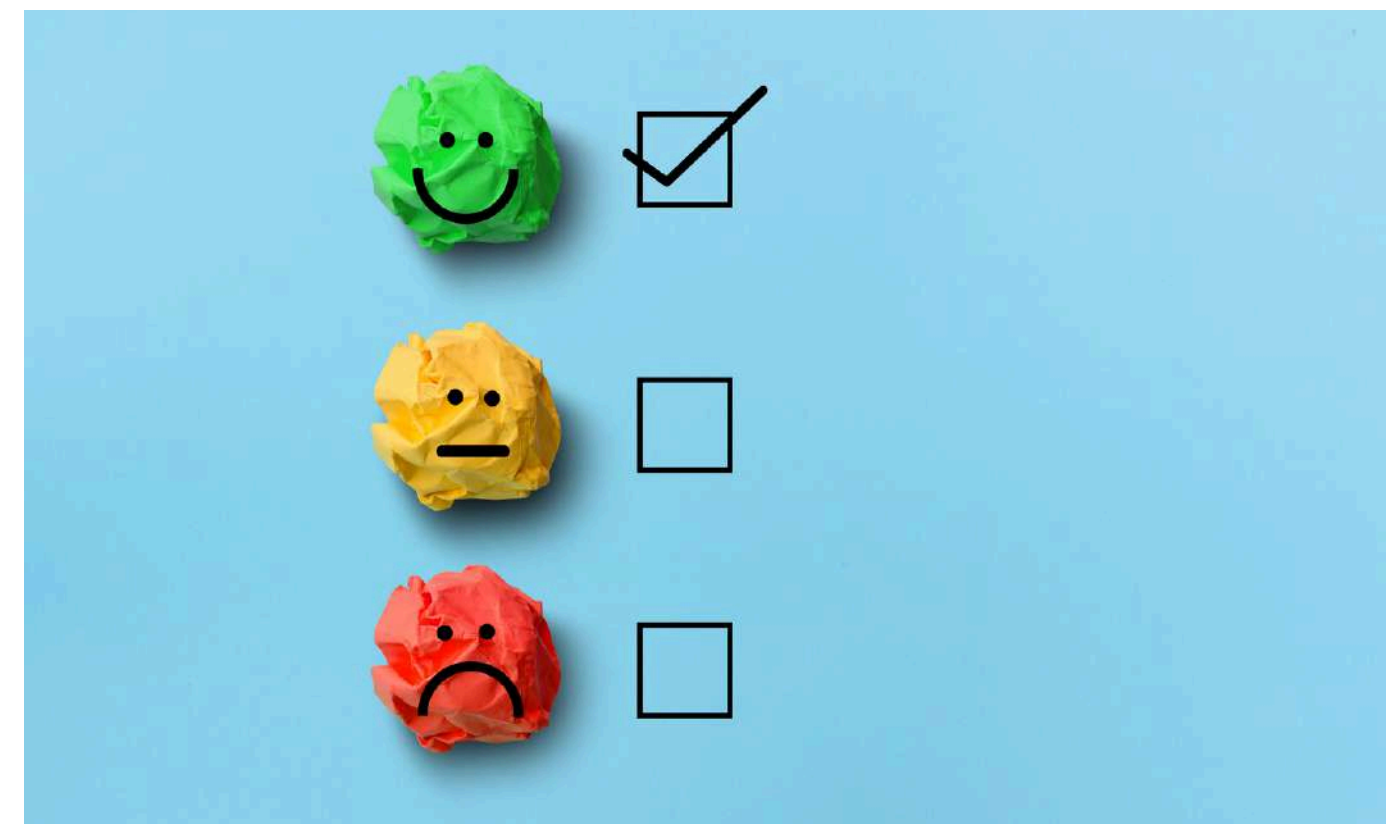
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Take-Back and Recovery Initiatives

Bally Fabs is developing approaches to facilitate the return and responsible processing of products at the end of their useful life. These initiatives include establishing systems that enable the collection of used products for remanufacturing, material recovery, or safe disposal. This effort reflects a long-term commitment to resource stewardship, helping to close the loop and ensuring that materials remain in productive use rather than contributing to waste.

Continuous Innovation in End-of-Life Management

Beyond established programs, BFIL continues to explore innovative solutions that reduce environmental impact at the product and packaging end of life. This includes piloting new material recovery technologies, enhancing product take-back processes, and engaging with stakeholders to identify and implement emerging best practices. These ongoing efforts reinforce the company's ambition to lead in circular economy practices and to deliver sustainable value across its entire product lifecycle.



Customer Information and Communication

Ensuring customers are well-informed is a key element of BFIL’s health and safety approach. The company provides clear, accessible product information, including guidance on safe usage, storage, and disposal, as well as disclosure of any potential health-related considerations such as allergic reactions. Product labels, user manuals, and digital resources are designed to empower customers to use products safely and responsibly, enhancing trust and confidence.

Continuous Improvement and Feedback Integration

Bally Fabs integrates customer feedback and incident reporting into its health and safety framework. Mechanisms such as customer surveys, service channels, and product return data enable the company to track product performance and identify areas for improvement. Lessons learned feed back into product design, manufacturing processes, and safety policies, fostering continuous improvement and reinforcing BFIL’s commitment to customer wellbeing.

Commitment to Reducing Product-Related Emissions

Bally Fabs International Ltd. integrates emission-control considerations into product design and manufacturing to enhance customer safety and environmental performance. By incorporating advanced material selection and process optimization, the company minimizes the presence of volatile organic compounds (VOCs) in its products. This proactive approach reduces potential health impacts such as sensory irritation, contributing to safer product usage. Regular product evaluations and quality control measures ensure VOC levels remain consistently low. These actions are embedded into operational standards and documented in sustainability disclosures, reflecting BFIL’s commitment to both product safety and environmental responsibility.

Design for Easy and Safe Maintenance

Bally Fabs prioritizes product designs that simplify maintenance while minimizing the need for harsh chemical cleaning agents. This is achieved through the use of materials and surface treatments that resist soiling and facilitate cleaning with mild, eco-friendly substances. Customers receive clear guidance on proper care through product instructions and support materials, helping extend product life and ensure safe handling. These practices not only reduce chemical exposure for end-users but also support environmental stewardship by reducing hazardous chemical use over the product lifecycle.

Enhancing Customer Well-Being through Safety Initiatives

Beyond product design and maintenance, Bally Fabs adopts a holistic approach to ensuring customer health and safety. This includes continuous monitoring of product performance, systematic collection of user feedback, and iterative improvements to product safety protocols. The company also engages with stakeholders and regulatory bodies to ensure evolving safety standards are incorporated into product development. These efforts reinforce BFIL’s commitment to delivering safe, high-quality products while upholding transparency and continuous improvement in customer health protection.



Human Rights & Labour Practices

The Section of Sustainability Report includes :

- Social Policy & Commitment to Human Rights
- Workplace Health, Safety & Well-Being
- Prevention of Child Labour, Forced Labour & Human Trafficking
- Social Dialogue & Employee Engagement
- Career Development & Talent Management
- Fair Wages & Equal Pay Practices
- Anti-Discrimination & Anti-Harassment Measures



Social Policy & Commitment to Human Rights:

(GRI 2 | GRI 3 | GRI 401 | GRI 419)

At Ballyfabs, we are committed to upholding labor and human rights, ensuring dignity, fairness, and safety for all employees, promoting inclusion, equal opportunities, work-life balance, and professional development.

Key Focus Areas:

1. Employee Health and Safety: Provide a safe and healthy working environment with appropriate working conditions and preventive measures.

Qualitative Target: PPE standards: Foster a culture of safety-first mindset across all operations.

Quantitative Target: To increase safety inspections by 5% till year 2030 to proactively identify risks.

2. Working Condition: Provide fair wages, reasonable hours, and respectful treatment for all employees.

Qualitative Target: Fair Remuneration: Promote a workplace culture that prioritizes ethical practices, psychological safety, and employee satisfaction.

Quantitative Target: Ensure implementation of a formal channel for 100% employees to discuss working conditions with management by year 2030.

3. Equitable Employment Practices:

Qualitative Target: To build a fair and merit-based workplace where hiring, promotions, and compensation decisions are transparent, unbiased, and based solely on skills, performance, and potential.

Quantitative Target: Achieve a 10% increase in workforce diversity by year 2030.

4. Collaborative Social Dialogue: Respect employees' rights to freely associate and bargain collectively, fostering dialogue and collaboration.

Qualitative Target: Foster open dialogue through structured communication channels and inclusive participation in workplace decision-making.

Quantitative Target: Ensure 100% of employees have access to formal platforms to express concerns and feedback.

5. Child Labor, Forced Labor, and Human Trafficking – Prohibit all forms of child labor, forced work, and trafficking in our operations and supply chain.

Qualitative Target: Enforce and maintain zero tolerance for child, bonded, or forced labor across all operations and suppliers.

Quantitative Target: Train 100% procurement and recruitment staff on labor compliance policies annually.

6. Inclusive Diversity and Equity – Provide equal opportunities and prohibit discrimination based on race, gender, age, religion, or other protected characteristics, promoting diversity, equity, and inclusion across all levels..

Qualitative Target: Create opportunities for underrepresented groups in the workforce.

Quantitative Target: Increase representation of underrepresented groups in management by 15% by year 2030

7. Balanced Work-Life Integration – Promote a healthy work-life balance by implementing flexible working hours and remote work options.

Qualitative Target: Promote employee wellness through stress management and support programs.

Quantitative Target: Offer flexible work arrangements for 100% eligible employees.

8. Comprehensive Career Development – Support skill development and equal opportunities for career growth.

Qualitative Target: Promote continuous learning through structured training, career planning, and periodic performance reviews.

Quantitative Target: Conduct annual performance reviews and ensure career development plans are in place for 100% of eligible employees.

9. Discrimination and Harassment – Foster an inclusive workplace free from discrimination, harassment, or abuse.

Qualitative Target: Ensure an inclusive, respectful workplace free of bias, discrimination, and harassment and hence maintain zero cases of harassment or discrimination.

Quantitative Target: Conduct 2 workplace climate surveys on discrimination and harassment till year 2030 through survey forms filled by 100% employees.

10. External Stakeholder Human Rights – Respect and protect the rights of communities, suppliers, customers, and other stakeholders.

Qualitative Target: Engage stakeholders to address potential or actual human rights impacts.

Quantitative Target: Ensure that 100% of supplier contracts include and comply with human rights clauses by the year 2030.



Review Mechanism:

- Ballyfabs reviews its Labor & Human Rights Policy annually through HR assessments, Health & Safety progress reports, and external audits by the Compliance Officer to ensure effectiveness and accountability.

Workplace Health, Safety & Well-Being

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7)

Comprehensive Workplace Risk Management:

Bally Fabs International Ltd. adopts a proactive approach to identifying and managing health and safety risks across its operations. Risk assessments are conducted regularly to evaluate potential hazards associated with specific work environments, equipment use, and operational activities. These assessments guide the development of targeted control measures to minimise workplace risks, safeguard employees, and improve operational efficiency. The outcomes of risk assessments are integrated into workplace procedures and communicated clearly to all employees, fostering a culture of safety and continuous improvement.

Structured Emergency Preparedness and Response

BFIL maintains a detailed health and safety emergency action plan to ensure rapid and effective responses in the event of workplace incidents. The plan addresses a range of potential scenarios including accidents involving heavy machinery, chemical spills, fires, and other operational hazards. Employees are trained to follow clear protocols for these situations, ensuring safety and minimising disruption to operations. Regular reviews and drills are conducted to maintain readiness, with findings documented to enhance future preparedness and response strategies.

Targeted Health and Safety Training

Bally Fabs places a strong emphasis on employee education and training to build competence in managing occupational health and safety. Training programmes are designed to provide employees with knowledge of potential hazards, safe working practices, emergency response procedures, and regulatory compliance. These programmes include practical demonstrations, workshops, and refresher sessions to ensure ongoing awareness and adherence to safety standards. Training outcomes are recorded and evaluated to identify areas for improvement.

Employee Communication and Incident Reporting

BFIL fosters an open and transparent environment where employees can raise concerns about health and safety issues without hesitation. A structured complaints mechanism allows workers to report incidents, potential hazards, and unsafe conditions. Each report is documented, investigated, and addressed through corrective actions, with records maintained to support accountability and continuous improvement. This process not only enhances workplace safety but also reinforces trust and employee engagement.

Routine Equipment Safety Assurance

Regular equipment safety inspections are embedded in BFIL's operational standards to ensure that all tools, machinery, and equipment meet safety requirements. These inspections include mechanical and electrical checks, preventative maintenance, and safety audits. Any identified risks are addressed promptly to prevent accidents and operational downtime. Documentation of inspection results is maintained to ensure compliance and to guide equipment improvement initiatives.

Proactive Employee Health Monitoring

Recognising that employee well-being is integral to productivity and safety, Bally Fabs provides regular health check-ups, with particular focus on employees exposed to specific occupational risks such as chemical handling, heavy machinery operation, and high-noise environments. These check-ups facilitate early detection of health effects, enabling timely medical intervention and preventive care. Findings from health assessments are used to enhance workplace safety programmes and health initiatives.

Workplace Stress and Psychological Wellbeing Initiatives

BFIL acknowledges that workplace stress and psychological wellbeing are vital components of overall employee health. The company implements initiatives such as employee assistance programmes, mental health workshops, confidential counselling services, and wellbeing awareness campaigns. Workload management and flexible working arrangements are also promoted where feasible. These initiatives foster resilience, improve morale, and support employee engagement, contributing to a healthier and more productive workplace environment.



Protection Against Extreme Climatic Conditions

BFIL addresses risks from extreme climatic conditions to protect employee health and operational continuity. Measures include provision of climate-appropriate personal protective equipment, shelter provisions, temperature control systems in working areas, and awareness programmes on recognising and preventing heat stress or cold exposure. These initiatives are tailored to local conditions and operational needs, ensuring employees can work safely regardless of environmental challenges.

Health and Safety for Non-Employee Workers

Bally Fabs extends its commitment to workplace safety to include non-employee workers such as contractors, temporary staff, and visitors. The company ensures that such workers are given appropriate induction training, access to safety equipment, and information on workplace safety protocols. Contractors are required to adhere to BFIL's safety standards, with compliance monitored through audits and site inspections. These measures ensure a consistent level of health and safety across all operations.

Additional Employee Health and Safety Measures

BFIL continues to explore and implement additional measures to enhance workplace health and safety beyond core requirements. These include regular ergonomic reviews, health awareness programmes, enhancement of first aid facilities, improved lighting, noise control measures, and workplace layout optimisations. Such initiatives contribute to a safer, healthier, and more productive workplace, in line with the company's broader commitment to occupational wellbeing and sustainability.



Employee Working Conditions and Welfare

Bally Fabs International Ltd. maintains a structured approach to managing working hours and overtime, ensuring a healthy balance between productivity and employee wellbeing. Systems are implemented to monitor workloads, allocate overtime fairly, and prevent excessive work hours, fostering a positive work environment and compliance with applicable labor regulations.

Transparent and fair compensation practices are a cornerstone of the company's workforce strategy. Remuneration structures reflect effort and contribution, including provisions for extra or atypical working hours, with clear communication of these processes to all employees. Regular reviews ensure alignment with industry benchmarks and living wage standards, reinforcing equity and trust within the workforce.

Recognizing the importance of work-life balance, Bally Fabs promotes family-friendly programs and flexible work arrangements. These initiatives allow employees to adapt their work schedules to personal responsibilities without compromising operational efficiency, contributing to higher satisfaction and retention rates.

Comprehensive healthcare coverage is provided to employees, addressing both physical and mental wellbeing. Preventive care, occupational health support, and wellness initiatives are integrated into employee benefits, underscoring the company's commitment to a healthy workplace.

Bally Fabs regularly engages employees through satisfaction surveys to gauge workplace sentiment and identify improvement opportunities. This feedback informs policies and programs, ensuring that the organization evolves in line with employee needs. A robust grievance mechanism allows employees to report concerns confidentially, with structured processes in place to address and resolve issues effectively.

Prevention of Child Labour, Forced Labour & Human Trafficking

(GRI 408-1, 409-1)

Bally Fabs International Ltd. (BFIL) is committed to upholding human rights and ensuring ethical labour practices throughout its operations and supply chain. The company recognises that preventing child labour, forced labour, and human trafficking is fundamental to its operational integrity, legal compliance, and social responsibility. BFIL embeds these principles into recruitment practices, operational oversight, supplier engagement, and stakeholder collaboration to ensure fair, safe, and dignified workplaces.

Assessment and Stakeholder Engagement

BFIL conducts regular risk assessments to identify and address potential issues related to child labour, forced labour, and human trafficking. This process includes engaging with relevant stakeholders such as employees, suppliers, community representatives, and credible civil society organisations. These consultations help ensure risks are identified proactively, and effective strategies are developed to safeguard vulnerable groups and promote ethical operations.

Recruitment Standards and Age Verification

The company maintains robust recruitment protocols that include strict age verification procedures to prevent the employment of underage workers. These safeguards ensure all recruitment aligns with labour regulations and ethical employment standards, thereby protecting both employees and the company's reputation.

Safeguards for Young Workers

Where legally permissible, BFIL ensures special provisions for young workers, including safe working conditions, reasonable working hours, and access to training. These measures are monitored to ensure compliance and to protect the health and wellbeing of younger employees.



Training and Awareness

BFIL provides comprehensive training for employees on recognising and addressing issues related to child labour, forced labour, and human trafficking. Training includes awareness of legal requirements, internal policies, and proper reporting mechanisms. This empowers employees to actively contribute to a workplace culture rooted in vigilance and responsibility.

Monitoring and Internal Controls

The company has established mechanisms to monitor the effectiveness of its actions in preventing child labour, forced labour, and human trafficking. Regular audits, internal controls, and performance reviews ensure that policies are implemented effectively, risks are mitigated, and continuous improvement is embedded within operations.

Grievance Mechanisms and Reporting Channels

BFIL provides accessible and confidential channels for employees and stakeholders to raise concerns related to child labour, forced labour, or human trafficking. These grievance mechanisms are designed to ensure that concerns are addressed promptly and transparently while protecting whistleblowers from retaliation.

Remediation for Affected Individuals

When incidents or risks are identified, BFIL follows a structured remediation process to support affected individuals. This includes protective measures, recovery support, legal assistance, and, where applicable, rehabilitation initiatives. The remediation process is designed to restore dignity and safeguard rights while ensuring systemic improvements to prevent recurrence.

Protection of Worker Rights

The company prohibits practices that undermine worker rights, including retention of identification documents and any undue restrictions on movement or freedom. Security measures are implemented with respect for dignity and legal standards, supported by periodic reviews and audits.



Continuous Improvement

BFIL continuously reviews and strengthens its policies, training programmes, grievance mechanisms, and operational practices to prevent child labour, forced labour, and human trafficking. Collaboration with external experts, regulators, and stakeholders ensures that the company remains aligned with evolving human rights standards and global best practices.

Social Dialogue & Employee Engagement

(GRI 402-1, 407-1, 411-1, 412-3, 413-1, 413-2)

Strengthening Social Dialogue & Labour Relations

Bally Fabs International Ltd. (BFIL) places high value on fostering transparent, constructive, and fair dialogue with its workforce. The company recognises that effective communication channels and structured representation strengthen workplace harmony, drive operational efficiency, and build trust across the organisation. To this end, BFIL engages with employee representatives to ensure that employees have a voice in shaping workplace conditions, health and safety practices, career development opportunities, and remuneration frameworks.

Employee Representation & Collective Dialogue

BFIL recognises the role of employee representative bodies, such as labour unions and works councils, as vital partners in promoting workplace welfare and ensuring fair engagement. These bodies serve as formal platforms for discussion and consultation, enabling employees to raise concerns and contribute to organisational decision-making. Through regular engagement, BFIL fosters a cooperative workplace culture and maintains a mutually beneficial dialogue that aligns with operational priorities and employee expectations.

Agreements on Workplace Conditions & Welfare

The company has formalised its commitment to workplace welfare through agreements with recognised employee representatives on matters of health and safety, working hours, remuneration, training, and equal opportunity. These agreements define clear protocols for safeguarding workplace health and safety, ensuring fair working hours, providing career advancement opportunities, and addressing matters such as discrimination and harassment. Such collaborative arrangements enable BFIL to maintain alignment with evolving labour standards while ensuring employees feel valued and protected.

Wages & Remuneration Framework

BFIL approaches employee remuneration with transparency and fairness. Wage structures are designed to reflect industry best practices, regional benchmarks, and living wage considerations, ensuring that compensation supports both quality of life and workplace productivity. Wage agreements negotiated in consultation with employee representatives further reinforce fairness and accountability, fostering trust and enhancing the company's reputation as a responsible employer.

Career Development & Equality

The company invests in agreements and initiatives that strengthen career management, training, and equal opportunity for all employees. Through collaborative discussions, BFIL addresses workforce development needs while promoting a culture of inclusivity and fairness. These measures support employees in building skills and advancing their careers, aligning workforce capability with the company's long-term operational goals.



Ongoing Engagement & Feedback Mechanisms

BFIL maintains open channels for employee feedback through established grievance mechanisms and regular dialogue with representatives. These mechanisms ensure Agreements on Workplace Conditions & Welfare

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Through open and collaborative dialogue, BFIL identifies workforce development needs and ensures that every employee has access to resources for skill enhancement and career advancement—aligning individual growth with the company’s long-term strategic goals. Employees are encouraged to raise concerns related to working conditions, safety, or rights, with the assurance that such matters are addressed promptly, transparently, and effectively. Regular reviews of employee engagement processes and workplace agreements further strengthen responsiveness and drive continuous improvement across the organization.



Commitment to Social Dialogue

Beyond formal agreements, BFIL remains committed to broader social dialogue initiatives that strengthen trust, respect, and mutual understanding within the workplace. These actions underpin a resilient labour framework and support the company’s overarching commitment to ethical practices, employee wellbeing, and sustainable growth.

Career Development & Talent Management

(GRI 404-1, 404-2, 404-3)

Skills Development Training

Bally Fabs International Ltd. places strong emphasis on continuous skills development through structured training programs. These initiatives equip employees with technical, managerial, and behavioral competencies that align with both organizational needs and individual career aspirations. Regular workshops, on-the-job training, and external courses ensure employees remain updated with evolving industry practices and technologies.

Regular Performance Assessments

Performance reviews are conducted systematically to evaluate individual contributions, identify strengths, and highlight areas for improvement. These assessments are based on transparent criteria and foster constructive feedback, motivating employees while ensuring alignment with company objectives. Outcomes are documented and form the basis for career development discussions.

Individual Development and Career Plans

Each employee at Bally Fabs has access to personalized development and career planning. These plans focus on enhancing skills, preparing for future roles, and ensuring long-term professional growth. Employees are guided through mentorship, coaching, and tailored training opportunities that reflect both personal goals and organizational priorities.

Promotion of Internal Mobility

Bally Fabs actively encourages internal mobility to enhance career opportunities within the organization. Employees are supported in transitioning across roles, departments, or functions, enabling them to broaden experience and strengthen capabilities. This approach helps retain talent, fosters engagement, and supports succession planning.

Additional Career Management Initiatives

Beyond formal programs, Bally Fabs undertakes complementary actions to strengthen career management and training. These include leadership development programs, knowledge-sharing platforms, cross-functional project opportunities, and talent recognition initiatives. Such actions provide employees with diverse avenues for growth and reinforce the company’s commitment to nurturing a motivated and future-ready workforce

Fair Wages & Equal Pay Practices

(GRI 202-1, 401-2)

Bally Fabs International Ltd. places a strong emphasis on ensuring fair compensation as part of its responsible employment practices. The company regularly reviews wage levels against recognized living wage benchmarks to ensure alignment with industry best practices and the needs of employees. For year 2024, wage levels across all job categories were compared against the Fair Wage Network (FWN) Living Wage Benchmark for West Bengal, under the IDH Living Wage Benchmark Methodologies Recognition Process.

The table below summarizes the wage analysis:

Job Category	Average Monthly Wage (₹)	Statutory Minimum Wage (₹)	Living Wage Benchmark (₹)
Production Workers	13,150	10,218	12,800
Skilled Technicians	14,400	12,350	12,800
Supervisors	26,000	13,000	12,800
Administrative Staff	32,000	15,800	12,800

The analysis shows that wages for all categories exceed statutory minimum requirements and the living wage benchmark.

To sustain this commitment, Bally Fabs has embedded mechanisms for ongoing monitoring of wage movements and annual reviews of benchmarks. The company aims to maintain transparent wage-setting processes, supported by mechanisms such as wage indexation and disclosure of remuneration practices. This approach not only ensures compliance with living wage principles but also strengthens employee trust, workplace fairness, and overall operational sustainability.



Anti-Discrimination & Anti-Harassment Measures

(GRI 406-1, 406-2)

Bally Fabs International Ltd. (BFIL) is committed to cultivating a workplace where equality, diversity, and inclusion are embedded in all aspects of employment. The company actively develops policies and practices to prevent discrimination, support fair treatment, and ensure equal opportunities across recruitment, career progression, remuneration, and daily operations. These commitments underpin BFIL's broader ESG objectives and strengthen trust with employees, partners, and stakeholders.

Equitable Recruitment and Career Development

BFIL implements transparent recruitment processes designed to ensure fairness and eliminate bias. The company integrates inclusive practices to assess candidates on merit while ensuring representation from diverse backgrounds. Similarly, professional development and promotion processes are regularly reviewed to ensure equitable access to opportunities, skill enhancement, and career advancement without prejudice.

Training and Awareness Programmes

The company provides regular training to employees on recognising and preventing discrimination and harassment in the workplace. These training initiatives build awareness of unconscious bias, reinforce respectful behaviours, and strengthen adherence to BFIL's policies and legal requirements. Such programmes are complemented by ongoing communications that reinforce inclusive workplace values.

Preventing Workplace Harassment

BFIL maintains a zero-tolerance policy toward workplace harassment. Procedures and guidance are embedded in operational protocols to prevent harassment of any kind. Employees are empowered to speak up through confidential channels, and allegations are addressed promptly with appropriate remedial actions.

Inclusive Employee Support

The company fosters employee resource and support groups open to all employees. These platforms provide safe spaces for dialogue, support, and collaboration, helping employees share experiences and contribute to a more inclusive workplace. Special emphasis is placed on promoting the inclusion of employees with disabilities, ensuring accessibility, reasonable accommodations, and equal participation in all activities.

Grievance Mechanisms and Remediation

BFIL offers robust grievance mechanisms that allow employees to report discrimination or harassment confidentially. Complaints are addressed through impartial investigations, with outcomes communicated transparently. For confirmed cases, a remediation process is followed that includes corrective measures, support for victims, and systemic improvements to prevent recurrence.

Promoting Equal Pay and Opportunities

The company monitors remuneration practices to ensure fairness and transparency. Periodic reviews of compensation structures are undertaken to identify and address potential pay disparities. BFIL also fosters equal opportunity by embedding inclusive practices in job design, recruitment, and career progression frameworks, ensuring all employees can contribute to and benefit from the company's success.

Championing Inclusion Across the Workplace

BFIL promotes an inclusive work culture by adopting measures that support diversity, equity, and belonging. This includes integrating inclusive language into communications, providing accessible facilities, and ensuring workplace policies accommodate diverse needs. Through these initiatives, the company reinforces its commitment to an equitable and respectful work environment for all employees.



Sustainable Procurement

The Section of Sustainability Report includes :

- Supplier ESG Code of Conduct & Policies
- Supply Chain Due Diligence & Audits
- Supplier Engagement & Capacity Building



Sustainable Procurement Commitment: Supplier Policies

(GRI-308 | GRI-414 | GRI-205 | GRI-408 | GRI-409 | GRI-406 | GRI-407)

Ballyfabs International Limited is dedicated to sustainable procurement practices that support our environmental and social responsibility goals. We aim to work with suppliers who share our commitment to sustainability and ethical practices.

Key Focus Area:

1. Supplier Environmental Practices: Integrate environmental considerations into procurement processes (e.g., price, quality, reliability). Assess and improve supplier environmental performance.

• **Qualitative Targets:** Promote environmentally sustainable procurement by partnering with suppliers who demonstrate measurable environmental responsibility.

• **Quantitative Targets:** Increase procurement from ISO 14001 certified suppliers by 50% by year 2030.

2. Supplier Social Practices: Uphold labor and human rights standards within the supply chain. Ensure fair working conditions and respect for human rights among suppliers.

• **Qualitative Targets:** Support supplier initiatives that improve workforce welfare and social accountability.

• **Quantitative Targets:** By 2030, achieve 100% supplier compliance with labor and human rights standards and maintain zero violations related to working hours and wages.

3. Supply Chain Transparency: Enhance transparency within the supply chain and conduct audits to verify supplier compliance.

• **Qualitative Targets:** To build a transparent, ethical, and accountable supply chain by ensuring suppliers comply with environmental, labor, and human rights standards, while fostering trust with stakeholders through open reporting.

• **Quantitative Targets:** By 2030, extend sustainability compliance audits to 80% of critical suppliers.

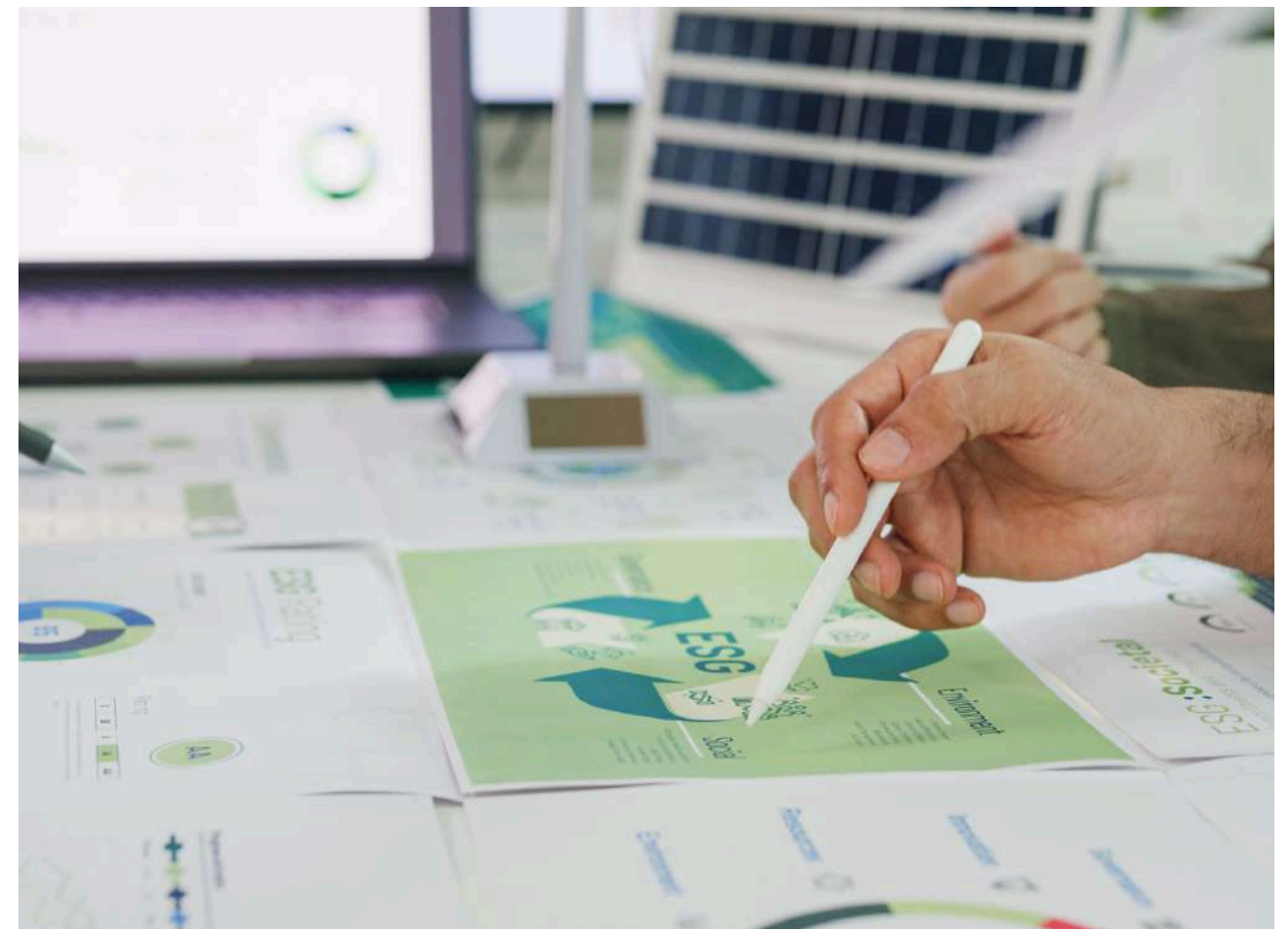
4. Community Engagement: Support for community-based suppliers and inclusion of diverse, small, and responsible enterprises in the supply base.

• **Qualitative Targets:** Foster long-term partnerships with suppliers who demonstrate social and environmental responsibility.

• **Quantitative Targets:** Ensure 15% of supplier base includes small or diverse businesses by year 2030.

Review Mechanism:

• The EHS Officer reviews this policy annually to assess its effectiveness. This includes evaluating procurement practices, adapting to changing market demands, and ensuring compliance with evolving environmental and social regulations. These reviews guide continuous improvements, track progress towards sustainability goals, and uphold BFIL's commitment to sustainable stewardship in procurement.



Supplier ESG Code of Conduct

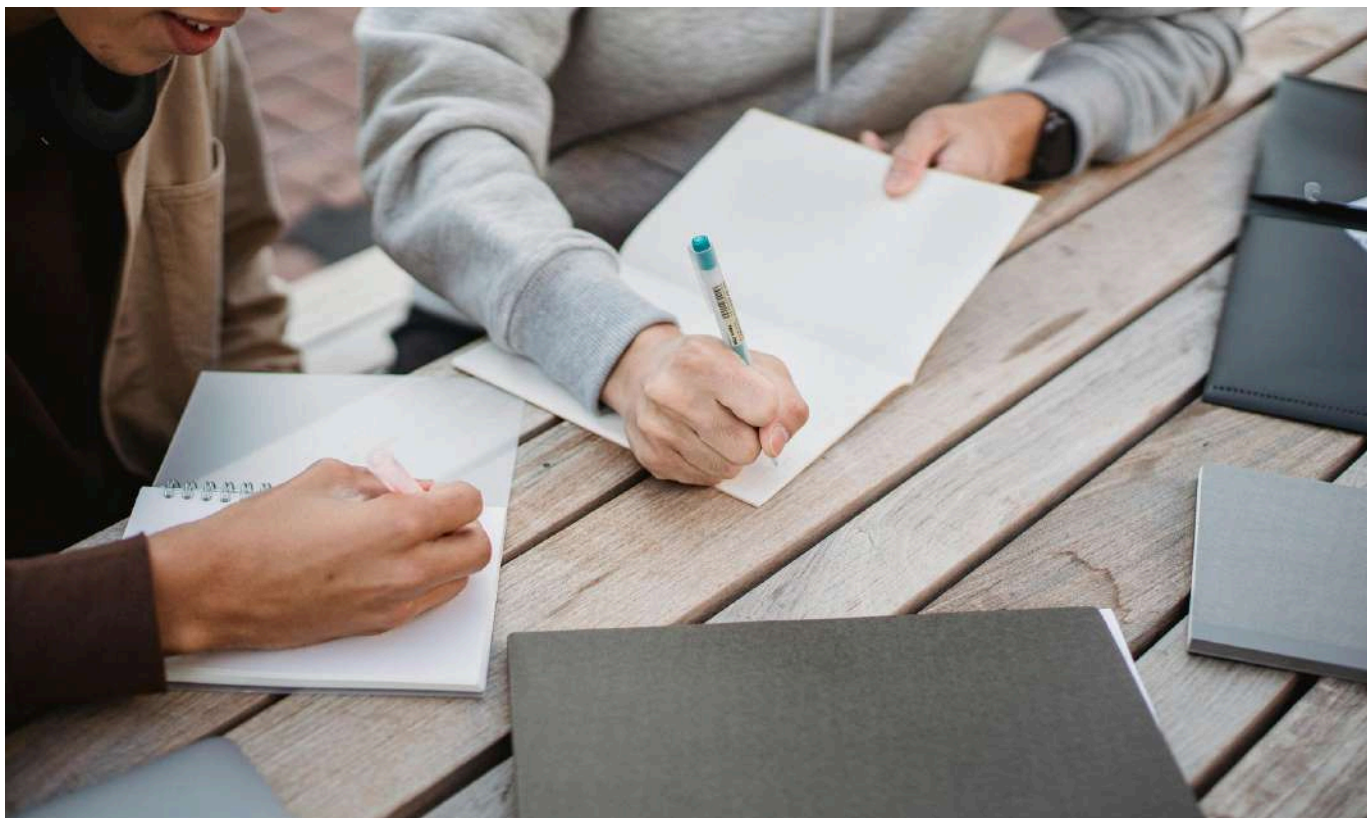
(GRI 2-27, GRI 308-1, GRI 414-1)

Supplier Sustainability Guidelines

Ballyfabs International Limited recognises that the sustainability of its operations extends beyond the company to its wider supplier and partner network. Under the company's Sustainable Supply Chain Framework, clear Supplier Sustainability Guidelines have been established. These guidelines outline expectations for ethical labour practices, environmental stewardship, responsible resource use, compliance with applicable laws, and sound governance. They are shared with all suppliers to ensure alignment with Ballyfabs' ESG commitments. The guidelines provide practical advice for adopting best practices, integrating ESG considerations into daily operations, and fostering continuous improvement, thereby embedding sustainability throughout the supply chain.

Integrating Sustainability into Supplier Agreements

Sustainability is embedded into supplier relationships from the outset at Ballyfabs. As part of the Sustainable Supply Chain Framework, environmental, social, and governance expectations are integrated directly into supplier contracts. Agreements incorporate clauses covering compliance with sustainability guidelines, labour standards, resource efficiency, environmental management, and ethical conduct. This formal integration ensures that sustainability is a shared commitment between Ballyfabs and its suppliers, strengthening accountability, promoting transparency, and reinforcing a collaborative approach to building a resilient and responsible supply chain.



Supply Chain Due Diligence & Audits

(GRI 204, GRI 308, GRI 414)

Assessing Supply Chain Risks

Ballyfabs undertakes regular risk assessments to identify potential environmental, social, and governance impacts within its supply chain. These evaluations examine labour conditions, human rights issues, resource consumption, emissions, waste generation, and community impacts. The findings guide the prioritisation of targeted engagement and corrective action, as well as the design of capacity-building initiatives for suppliers. This proactive approach enables Ballyfabs to address risks early, improve supplier performance, and ensure long-term resilience in the value chain.

Evaluating Supplier ESG Performance

A continuous process of evaluating supplier ESG performance forms part of Ballyfabs' commitment to sustainable supply chain management. Structured evaluations are conducted through self-assessments, documentation reviews, site inspections, and performance monitoring. These assessments provide insights into compliance with sustainability guidelines, highlight areas for improvement, and foster the adoption of best practices. This systematic evaluation ensures that suppliers maintain high standards and align with Ballyfabs' strategic ESG objectives.

On-Site Supplier Engagement

Ballyfabs engages directly with suppliers through regular on-site visits and audits to observe operational practices, verify compliance with sustainability commitments, and identify opportunities for improvement. These engagements promote transparency, strengthen trust, and facilitate practical guidance to enhance environmental, social, and governance performance. This proactive collaboration fosters supplier capacity and reinforces Ballyfabs' goal of a transparent, accountable, and sustainable supply chain.



Supplier Engagement & Capacity Building

(GRI 204, GRI 308, GRI 414)

Linking Procurement Performance to Sustainability

Sustainability considerations are integrated into procurement performance evaluations at Ballyfabs. Procurement teams are assessed on their ability to drive ESG priorities, including ethical sourcing, resource efficiency, and compliance with supplier sustainability requirements, in addition to meeting commercial objectives. This alignment strengthens accountability, incentivises responsible procurement decisions, and ensures that sustainability is embedded in supplier selection and management.

Capacity Building and Supplier Development

Ballyfabs invests in supplier capacity building to strengthen sustainability performance. Through training, workshops, and guidance materials, suppliers are supported in improving labour practices, environmental management, and compliance with sustainability standards. Capacity-building initiatives are designed to empower suppliers, improve operational resilience, and encourage continuous improvement across the supply chain.

Workforce Participation & Feedback

Recognising the importance of engagement, Ballyfabs provides structured platforms for supplier workforce participation and feedback. Mechanisms such as surveys, grievance systems, and open communication channels ensure that concerns, ideas, and improvement opportunities are captured and acted upon. This participatory approach strengthens workplace safety, fosters trust, and promotes ethical conduct throughout the supply chain.



ESG Performance & KPI Roadmap

The Section of Sustainability Report includes :

- ESG Key Performance Indicators (3–5 Year Outlook)
- Alignment with SDGs / UNGC/SBTi (if applicable)
- Certifications Coverage & External Assurance



KPI's Roadmap

Key ESG Achievements / ESG Targets (Next 3–5 Years)

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Performance	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq) 19.69	Scope 1 GHG (tCO2eq) 16.60	Scope 1 GHG (tCO2eq) 16.26/ 109.66	Scope 1 GHG (tCO2eq) 16.10/ 80.16	Scope 1 GHG (tCO2eq) 5% Reduction 15.77/	
	Scope 2 GHG (tCO2eq) 470.07	Scope 2 GHG (tCO2eq) 506.79	Scope 2 GHG (tCO2eq) 496.65/711.56	Scope 2 GHG (tCO2eq) 491.58/361.09	Scope 2 GHG (tCO2eq) 5% Reduction 481.45/	
	Scope 3 GHG (tCO2eq) 3040.60	Scope 3 GHG (tCO2eq) 9903.83	Scope 3 GHG (tCO2eq) 9408.6/5704.14	Scope 3 GHG (tCO2eq) 9210.56/4621.20	Scope 3 GHG (tCO2eq) 10% Reduction 8913.44/	
	Scope 3 Downstream GHG Emission (tCO2eq) 1025.96	Scope 3 Downstream GHG Emission (tCO2eq) 1730.85	Scope 3 Downstream GHG Emission (tCO2eq) 1124.80/1068.36	Scope 3 Downstream GHG Emission (tCO2eq) 1006.40/760.86	Scope 3 Downstream GHG Emission (tCO2eq) 888/	
	Scope 3 Upstream GHG Emission (tCO2eq) 874.85	Scope 3 Upstream GHG Emission (tCO2eq) 5124.39	Scope 3 Upstream GHG Emission (tCO2eq) 5021.90/ 3088.89	Scope 3 Upstream GHG Emission(tCO2eq) 4970.65/3077.04	Scope 3 Upstream GHG Emission (tCO2eq) 4868.17/	
	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 5.48	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 3.84	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual) 3.7/12.98	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual) 3.7 / -	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target) 3.5	
	People Trained on GHG (Manhours) 100	People Trained on GHG (Manhours) 150	People Trained on GHG (Manhours) (Target / Actual) 250/270	People Trained on GHG (Manhours) (Target / Actual) 400/360	People Trained on GHG (Manhours) (Target / Actual) 500/	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Performance	2030 Target	UN - SDGs
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001 100%	Percentage of operational sites certified with ISO 14001 100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%	
	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%/100%	% of operational sites for an environmental risk assessment has been conducted 100%/100%	% of operational sites for an environmental risk assessment has been conducted 100%	
Environmental Complaints	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL / NIL	# of Complaints NIL / NIL	# of Complaints NIL	
Energy	Total Electricity consumption (in Kwh) (Actual) 7,19,198	Total Electricity consumption (in Kwh) (Actual) 7,84,546	Total Electricity consumption (in Kwh) (Target / Actual) 7,68,855.08 / 9,78,733	Total Electricity consumption (in Kwh) (Target / Actual) 7,45,318.7 / 4,96,666	Total Electricity consumption (in Kwh) 6,66,864.1 /	
	Total Fuel consumption (in GJ) 33.92	Total Fuel consumption (in GJ) 30.61	Total Fuel consumption (in GJ) (Target / Actual) 29.69 / 1,673.92	Total Fuel consumption (in GJ) (Target / Actual) 29.07 / 1,260.86	Total Fuel consumption (in GJ) (Target) 28.46 /	
	Total Energy consumption (in GJ) (Target / Actual) 2622.03	Total Energy consumption (in GJ) (Target / Actual) 2854.97	Total Energy consumption (in GJ) (Target / Actual) 2797.87 / 5,197.36	Total Energy consumption (in GJ) (Target / Actual) 2,655.12 / 3048.86	Total Energy consumption (in GJ) (Target) 2626.57 /	
	Total Renewable Energy Consumption (in Kwh) 0	Total Renewable Energy Consumption (in Kwh) 0	Total Renewable Energy Consumption (in Kwh) (Target / Actual) 0 / 0	Total Renewable Energy Consumption (in Kwh) (Target / Actual) 45,000 / 45,478.7	Total Renewable Energy Consumption (in Kwh) (Target) 70,000	
	Energy Intensity (GJ/Revenue (in Cr.)) 29.45	Energy Intensity (GJ/Revenue (in Cr.)) 20.99	Energy Intensity (GJ/Revenue (in Cr.)) 20.5 / 82.21	Energy Intensity (GJ/Revenue (in Cr.)) -	Energy Intensity (GJ/Revenue (in Cr.)) -	
	Renewable Energy against Total Energy (%) 0%	Renewable Energy against Total Energy (%) 0% / 0%	Renewable Energy against Total Energy (%) 0% / 0%	Renewable Energy against Total Energy (%) 6% / 9.16%	Renewable Energy against Total Energy (%) 10%	
	People Trained on Energy Efficiency (Manhours) 100	People Trained on Energy Efficiency (Manhours) 150	People Trained on Energy Efficiency (Manhours) (Target / Actual) 250 / 270	People Trained on Energy Efficiency (Manhours) (Target / Actual) 400 / 400	People Trained on Energy Efficiency (Manhours) (Target / Actual) 500	

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Performance	2030 Target	UN - SDGs
Water	Total Water consumption (in Kilo Liters / Year) 44,138.87	Total Water consumption (in Kilo Liters / Year) 42,107.43	Total Water consumption (in Kilo Liters / Year) (Target / Actual) 41,265.28/ 12,804.00	Total Water consumption (in Kilo Liters / Year) (Target / Actual) 40,844.20/13,421.40	Total Water consumption (in Kilo Liters / Year) (Target) 37,896.68/	
	Total amount of water recycled and reused (in Kilo Liters / Year) 88	Total amount of water recycled and reused (in Kilo Liters / Year) 88	Total amount of water recycled and reused (in Kilo Liters / Year) (Target / Actual) 100/ 112	Total amount of water recycled and reused (in Kilo Liters / Year) (Target / Actual) 120/ 152	Total amount of water recycled and reused (in Kilo Liters / Year) (Target / Actual) 200/	
	Total Rain Water Harvested (in Kilo Liters / Year) 0	Total Rain Water Harvested (in Kilo Liters / Year) 0	Total Rain Water Harvested (in Kilo Liters/Year) (Target / Actual) 10/ 0	Total Rain Water Harvested (in Kilo Liters / Year)(Target / Actual) 10 / 10	Total Rain Water Harvested (in Kilo Liters / Year) (Target) 15 /	
	Total water consumption per employee (in Kilo Liters / Employee) 44.14	Total water consumption per employee (in Kilo Liters / Employee) 42.11	Total water consumption per employee (in Kilo Liters / Employee) (Target / Actual) 41.26 / 12.8	Total water consumption per employee (in Liters / Employee) (Target / Actual) 40.84 /13.42	Total water consumption per employee (in Liters / Employee) (Target) 37.89 /	
	Total Water Treated (In % of Total Water consumption) 0.2%	Total Water Treated (In % of Total Water consumption) 0.2%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 1% / 1.09%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 1.2% / 1.41%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 1.5%	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/ 15	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/ 16	Pollutants present in waste water Total Suspended Solids (milligram/ Litre) (Limit / Result) 50/ 20	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/14	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 10/ 0.8	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 10/ 0.86	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 10 / 0.8	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 10 / 0.82	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 10 /	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Performance	2030 Target	UN - SDGs
Water	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150/ 38	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150/ 39	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150/ 35	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 /40	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/ 8	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/ 8.4	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/9	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/ 16	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30/	
	People Trained on Water Efficiency (Manhours) 100	People Trained on Water Efficiency (Manhours) 150	People Trained on Water Efficiency (Manhours) 250/200	People Trained on Water Efficiency (Manhours) 300/ 310	People Trained on Water Efficiency (Manhours) 450	
Air Pollution	SO2 (mg /Nm3) (Limit /Result) 80/ 6	SO2 (mg /Nm3) (Limit /Result) 80/ 7.2	SO2 (mg /Nm3) (Limit /Result) 80/ 5.8	SO2 (mg /Nm3) (Limit /Result) 80/ 6.0	SO2 (mg /Nm3) (Limit /Result) 80/	
	NOx (mg /Nm3) (Limit /Result) 80/ 28	NOx (mg /Nm3) (Limit /Result) 80 / 28.2	NOx (mg /Nm3) (Limit /Result) 80/ 24.5	NOx (mg /Nm3) (Limit /Result) 80 /21.4	NOx (mg /Nm3) (Limit /Result) 25/	
	PM10 (mg/M3) ambient air (Limit /Result) 100/ 75	PM10 (mg/M3) ambient air (Limit /Result) 100/ 75	PM10 (mg/M3) ambient air (Limit /Result) 100 / 64	PM10 (mg/M3) ambient air (Limit /Result) 100/ 76	PM10 (mg/M3) ambient air (Limit /Result) 100 /	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Air Pollution	PM2.5 (mg/M3) ambient air (Limit /Result) 60/ 36	PM2.5 (mg/M3) ambient air (Limit /Result) 60/ 36	PM2.5 (mg/M3) ambient air (Limit /Result) 60 / 137	PM2.5 (mg/M3) ambient air (Limit /Result) 60 /23	PM2.5 (mg/M3) ambient air (Limit /Result) 60 /	
	Ammonia (mg/M3) (Limit /Result) 400 / 54	Ammonia (mg/M3) (Limit /Result) 400 / 56	Ammonia (mg/M3) (Limit /Result) 400 / <42	Ammonia (mg/M3) (Limit /Result) 400 / <42	Ammonia (mg/M3) (Limit /Result) 400 /	
	Lead (mg/M3) (Actual /Limit) BDL/1.0	Lead (mg/M3) (Actual /Limit) BDL/1.0	Lead (mg/M3) (Actual /Limit) BDL/1.0	Lead (mg/M3) (Actual /Limit) BDL/1	Lead (mg/M3) (Actual /Limit) /1.0	
	Ozone (mg/M3) (Actual /Limit) BDL	Ozone (mg/M3) (Actual /Limit) BDL	Ozone (mg/M3) (Actual /Limit) BDL	Ozone (mg/M3) (Actual /Limit) BDL	Ozone (mg/M3) (Actual /Limit) BDL	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL / NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL/NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	
Noise	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 60 / 75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 66.3 / 75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 62.7 /75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 61.4 / 75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) /75	
	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 56 / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 65 / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 62 / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 54.3 / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) /70	
Biodiversity Conservation	Number of native species supported (Actual) 0	Number of native species supported (Actual) 0	Number of native species supported (Target / Actual) 5 / 0	Number of native species supported (Target / Actual) 10 / 0	Number of native species supported (Target / Actual) 10 /	

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Biodiversity Conservation	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	
Raw Materials and Chemicals	Consumption of Hazardous Raw Materials (in Metric Tonnes) 121.27	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Actual) 218.18	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target / Actual) 117.64 / 262.07	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target / Actual) 115.21/ 86.72	Consumption of Hazardous Raw Materials (in Metric Tonnes) (Target) 112.78	
	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 597.71	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Actual) 768.67	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Target / Actual) 579.77/ 490.09	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Target / Actual) 567.82/ 301.61	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) (Target) 555.87	
	Number of Accidental Pollution Events (Spills, Leakages) 0	Number of Accidental Pollution Events (Spills, Leakages) (Actual) 0	Number of Accidental Pollution Events (Spills, Leakages) (Target / Actual) 0/0	Number of Accidental Pollution Events (Spills, Leakages) (Target / Actual) 0/0	Number of Accidental Pollution Events (Spills, Leakages) 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 19.61	Total Waste Generated (in Metric Tonnes) (Target / Actual) 20.83	Total Waste Generated (in Metric Tonnes) (Target / Actual) 20.41/188.51	Total Waste Generated (in Metric Tonnes) (Target / Actual) 20.20/103.55	Total Waste Generated (in Metric Tonnes) (Target / Actual) 20/	
	Total Hazardous Waste Generation (in Metric Tonnes) 11.3	Total Hazardous Waste Generation (in Metric Tonnes) 13.27	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 13.13 /23.35	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 13.0/ 9.51	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 12.87/	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 8.31	Total non-Hazardous Waste Generation (in Metric Tonnes) 7.56	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 7.48/ 165.16	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 7.40/ 94.04	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 7.3/	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Waste Generation	Total weight of waste recovered in a year (in metric tonnes / Year) 5.88	Total weight of waste recovered in a year (in metric tonnes / Year) 6.24	Total weight of waste recovered in a year (in metric tonnes / Year) 6.12/ 56.55	Total weight of waste recovered in a year (in metric tonnes / Year) 6.06/ 31.06	Total weight of waste recovered in a year (in metric tonnes / Year) 6 /	
	Percentage of total waste directed to an authorized and certified waste disposal partner 12%	Percentage of total waste directed to an authorized and certified waste disposal partner 15%	Percentage of total waste directed to an authorized and certified waste disposal partner 20%/25%	Percentage of total waste directed to an authorized and certified waste disposal partner 25%/45%	Percentage of total waste directed to an authorized and certified waste disposal partner 55%/	
Product End of Life	Reporting on Product End of Life Treatment 0	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Target / Actual) 1 / 0	Reporting on Product End of Life Treatment (Target / Actual) 1 / 1	Reporting on Product End of Life Treatment (Target) 3/	
	Number of awareness campaigns conducted with stakeholders on sustainable disposal. 0	Number of awareness campaigns conducted with stakeholders on sustainable disposal. (Actual) 1	Number of awareness campaigns conducted with stakeholders on sustainable disposal. (Target / Actual) 1 / 1	Number of awareness campaigns conducted with stakeholders on sustainable disposal. (Target / Actual) 2 / 2	Number of awareness campaigns conducted with stakeholders on sustainable disposal. (Target) 3 /	
	Number of partnerships with external stakeholders for product and packaging end-of-life management. 1	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Actual) 1	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Target / Actual) 1/1	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Target / Actual) 1/1	Number of partnerships with external stakeholders for product and packaging end-of-life management. (Target) 3 /	
	% of sold products returned through official takeback or reverse logistics programs. 1%	% of sold products returned through official takeback or reverse logistics programs. (Actual) 1%	% of sold products returned through official takeback or reverse logistics programs. (Target / Actual) 1%/3%	% of sold products returned through official takeback or reverse logistics programs. (Target / Actual) 10%/25%	% of sold products returned through official takeback or reverse logistics programs. 1%	

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Product End of Life	Proportion of recovered product materials successfully recycled or reused. 1%	Proportion of recovered product materials successfully recycled or reused. (Actual) 3%	Proportion of recovered product materials successfully recycled or reused. (Target / Actual) 5%/7%	Proportion of recovered product materials successfully recycled or reused. (Target / Actual) 10%/15%	Proportion of recovered product materials successfully recycled or reused. 17%	
	Share of total production made using remanufactured components or returned products. 0%	Share of total production made using remanufactured components or returned products. (Actual) 2%	Share of total production made using remanufactured components or returned products. (Target / Actual) 8%/15%	Share of total production made using remanufactured components or returned products. (Target / Actual) 25%/35%	Share of total production made using remanufactured components or returned products. (Target) 30%	
	% of Product Lines with Clear End-of-Life Instructions 100%	% of Product Lines with Clear End-of-Life Instructions (Actual) 100%	% of Product Lines with Clear End-of-Life Instructions (Target / Actual) 100%/100%	% of Product Lines with Clear End-of-Life Instructions (Target / Actual) 100%/100%	% of Product Lines with Clear End-of-Life Instructions (Target) 100%	
Product Use	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Actual) 0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Actual) 0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Target / Actual) 0/0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Target / Actual) 0/0	Number of safety-related incidents reported during product use to ensure customer safety and product reliability. (Target) 0	
	Customer satisfaction score achieved during customer feedback. (Actual) 80%	Customer satisfaction score achieved during customer feedback. (Actual) 85%	Customer satisfaction score achieved during customer feedback. (Target / Actual) 95%/95%	Customer satisfaction score achieved during customer feedback. (Target / Actual) 95%/100%	Customer satisfaction score achieved during customer feedback. (Target) 100%	
	% of resource saving from use of Recycled or Upcycled Materials 2%	% of resource saving from use of Recycled or Upcycled Materials (Actual) 2%	% of resource saving from use of Recycled or Upcycled Materials (Target / Actual) 10% / 12%	% of resource saving from use of Recycled or Upcycled Materials (Target / Actual) 20% / 25%	% of resource saving from use of Recycled or Upcycled Materials. (Target) 30%	

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Product Use	% of Product covered under Environmental Impact Study 0%	% of Product covered under Environmental Impact Study (Actual) 0%	% of Product covered under Environmental Impact Study (Target / Actual) 3%/ 3%	% of Product covered under Environmental Impact Study (Target / Actual) 3%/ 3%	% of Product covered under Environmental Impact Study (Target) 5%	
Environmental services and advocacy	Number of workshops/training sessions held to educate consumers on sustainability. 2	Number of workshops/training sessions held to educate consumers on sustainability. (Actual) 2	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 3/3	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 3/3	Number of workshops/training sessions held to educate consumers on sustainability. (Target) 4	
	% of products Recycled or Repurposed (Actual) 3%	% of products Recycled or Repurposed (Actual) 10%	% of products Recycled or Repurposed (Target / Actual) 19%/25%	% of products Recycled or Repurposed (Target / Actual) 9%/25%	% of products Recycled or Repurposed (Target) 30%	
	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 0	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 0	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target / Actual) 0/0	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target / Actual) 1/1	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies (Target) 3	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 12%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 15%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 50% / 55%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 80% / 90%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target) 100% /	
	% of Sustainable Sourcing of Raw material 50%	% of Sustainable Sourcing of Raw material 65%	% of Sustainable Sourcing of Raw material (Target / Actual) 70% / 72%	% of Sustainable Sourcing of Raw material (Target / Actual) 75% / 77%	% of Sustainable Sourcing of Raw material (Target) 85% /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 0%	Percentage of recycled input material out of total materials consumed 7%	Percentage of recycled input material out of total materials consumed 10% / 13%	Percentage of recycled input material out of total materials consumed 15% / 17%	Percentage of recycled input material out of total materials consumed 25% /	
	% of company's customer base has actively engaged in sustainable consumption practices 1%	% of company's customer base has actively engaged in sustainable consumption practices 2%	% of company's customer base has actively engaged in sustainable consumption practices 5% / 3%	% of company's customer base has actively engaged in sustainable consumption practices 10% / 10%	% of company's customer base has actively engaged in sustainable consumption practices 15% /	
Training	% of total workforce received training on environmental issues 50%	% of total workforce received training on environmental issues 60%	% of total workforce received training on environmental issues (Target / Actual) 80%/85%	% of total workforce received training on environmental issues (Target / Actual) 100%/100%	% of total workforce received training on environmental issues (Target / Actual) 100%	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025(Jan- July) Target	2030 Target	UN - SDGs
Employment	Child Labour (%)	Child Labour (%)	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL /	
	Force Labour (%)	Force Labour (%)	Force Labour (%) (Target / Actual) NIL / NIL	Force Labour (%) (Target / Actual) NIL / NIL	Force Labour (%) (Target / Actual) NIL /	
	Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%) (Target / Actual) NIL/ NIL	Human Trafficking (%) (Target / Actual) NIL/ NIL	Human Trafficking (%) NIL	
	# of child or forced labor audits conducted	# of child or forced labor audits conducted (Actual)	# of child or forced labor audits conducted (Target / Actual) 3/3	# of child or forced labor audits conducted (Target / Actual) 3/3	# of child or forced labor audits conducted 5	
	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%) (Target / Actual) 15%/12%	Attrition Ratio (%) (Target / Actual) 10%/6%	Attrition Ratio (%) (Target / Actual) 5% /	
	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees (Target / Actual) 8800 / 9240	Total Training Hours of employees (Target / Actual) 9500/ 4500	Total Training Hours of employees (Target / Actual) 9700/	
	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee (Target / Actual) 10/11	Average Training Hours per employee (Target / Actual) 15/ 7	Average Training Hours per employee (Target / Actual) 20/	
	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.)	Average Salary above Minimum Wages for skilled employees (Rs.) 16000/16550	Average Salary above Minimum Wages for skilled employees (Rs.) 20,150/21,000	Average Salary above Minimum Wages for skilled employees (Rs.) 30,000/	
	10800	15500				

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Employment	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	Average Salary above Minimum Wages for negligibly skilled employees (Rs.)	
	4235	4500	6000/6550	6500/10,000	8000/	
	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	Average Salary above Minimum Wages for semi-skilled employees (Rs.)	
	14000	14000	14500/15500	16000/16,000	17000/	
	Employees above Living wage rules	Employees above Living wage rules	Employees above Living wage rules	Employees above Living wage rules	Employees above Living wage rules	
100%	100%	100%/100%	100%/100%	100%		
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	
100%	100%	100%/100%	100%/100%	100%		
Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	Hiring of Local People (%)	
50%	30%	45%/37%	50%/70%	55%		

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Employment	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	
	0%	0%	2% / 0%	3%/ 0%	3% /	
	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	Hiring of Vulnerable / Marginalized People at Executive level (%)	
0%	0%	1% / 0%	2%/ 0%	2%/		
Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	Percentage of employees from minority and/or Vulnerable group in whole organization (%)	
0%	0%	5%/0%	5%/ 9%	5%/		
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees(target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (target/ Actual)	
	2.5%	3%	5%/4.5%	7%/ 10%	10%	
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target /Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	
100%	100%	100% / 100%	100% / 100%	100%		
Lost time injury(LTI) frequency rate for direct workforce	Lost time injury(LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	
0.00	0.00	0.00 / 0.00	0.00/ 0.00	0.00		

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ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	Lost time injury (LTI) frequency rate for Subcontractor’s Workers	
	0.00	0.00	0.00 / 0.00	0.00/0.00	0.00	
	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	
	3	0	0 / 0	0 / 1	0 /	
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
	0	0	0 / 0	0 / 0	0 /	
	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health
90	37	20/17	10/ 10	0/		
People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target)	
150	150	200/250	400 /400	450 /		
Number of External human rights violations identified in audits.	Number of External human rights violations identified in audits.	Number of External human rights violations identified in audits. (Target / Actual)	Number of External human rights violations identified in audits. (Target / Actual)	Number of External human rights violations identified in audits. (Target / Actual)	Number of External human rights violations identified in audits. (Target / Actual)	
0	0	0 / 0	0 / 0	0 / 0		

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ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). (Actual)	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). (Target / Actual)	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). (Target / Actual)	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.). (Target / Actual)	
	40%	45%	50% / 50%	55% / 60%	100%	
	Number of human rights impact assessments performed	Number of human rights impact assessments performed	Number of human rights impact assessments performed	Number of human rights impact assessments performed	Number of human rights impact assessments performed	
	0	1	1 / 1	1 / 1	3	
	% of raw material suppliers audited for human rights compliance.	% of raw material suppliers audited for human rights compliance. (Actual)	% of raw material suppliers audited for human rights compliance. (Target / Actual)	% of raw material suppliers audited for human rights compliance. (Target / Actual)	% of raw material suppliers audited for human rights compliance. (Target / Actual)	
	100%	100%	100% / 100%	100% / 100%	100%	
	Number of External human rights-related grievances received and resolved.	Number of External human rights-related grievances received and resolved. (Actual)	Number of External human rights-related grievances received and resolved. (Target / Actual)	Number of External human rights-related grievances received and resolved. (Target / Actual)	Number of External human rights-related grievances received and resolved. (Target / Actual)	
	0	0	0 / 0	0 / 0	0	

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	Number of community consultations held on human rights issues.	Number of community consultations held on human rights issues. (Actual)	Number of community consultations held on human rights issues. (Target / Actual)	Number of community consultations held on human rights issues. (Target / Actual)	Number of community consultations held on human rights issues. (Target / Actual)	
	0	0	0 / 2	2 / 3	4	
	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target)	
100%	100%	100%/100%	100%/100%	100%		
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target)		
0%	0%	0% / 0%	0% /0%	0%/		
% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)		
0%	0%	0% / 0%	0% /0%	0%/		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Human Rights	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	
	0%	0%	0% / 0%	0% / 0%	0%/	
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target / Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target / Actual)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (Target / Actual)	
	55	49/30	25/20	22/20	20	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	
100 %	100 %	100 % / 100%	100%/ 100%	100 %		
# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target)		
NIL	NIL	NIL /NIL	NIL /NIL	NIL /		
# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target)		
NIL	NIL	NIL /NIL	NIL /NIL	NIL		

SOCIAL

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

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

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Human Rights	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target)	
	2%	2%	0%/0%	0%/0%	0%	
	People Trainedon Human Rights (Manhours)	People Trainedon Human Rights (Manhours)	People Trainedon Human Rights (Manhours) (Target / Actual)	People Trainedon Human Rights (Manhours) (Target / Actual)	People Trainedon Human Rights (Manhours) (Target / Actual)	
	270	390	400/420	450/ 120	500/	
External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External HumanRights Impact Reporting Compliance Count (Target / Actual)	
100%	100%	100%/100%	100%/100%	100%/		
% of operational sites evaluated for human rights risks and impacts	% of operational sites evaluated for human rights risks and impacts (Actual)	% of operational sites evaluated for human rights risks and impacts (Target / Actual)	% of operational sites evaluated for human rights risks and impacts (Target / Actual)	% of operational sites evaluated for human rights risks and impacts (Target / Actual)	% of operational sites evaluated for human rights risks and impacts (Target / Actual)	
100%	100%	100%/100%	100%/100%	100%		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Career Management & Training	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	
	150	150	250/270	300/160	350	
	Number of skills trainings provided (Target / Actual)	Number of skills trainings provided (Target / Actual)	Number of skills trainings provided (Target / Actual)	Number of skills trainings provided (Target / Actual)	Number of skills trainings provided	
	2	2	2/4	5	2	
	Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	
	100	170	250/290	350/ 350	500/	
Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)		
0	0	2/3	5/ 5	7/		
# of Internal Mobility Cases	# of Internal Mobility Cases (Target / Actual)	# of Internal Mobility Cases (Target / Actual)	# of Internal Mobility Cases (Target / Actual)	# of Internal Mobility Cases (Target / Actual)	# of Internal Mobility Cases (Target)	
2	3	5/6	6/7	5		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Diversity, Equity and Inclusion	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	
	2%	5.5%	8% /7%	10 %/10%	15%	
	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	
	1%	2%	5%/6%	10%/10%	15%	
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target)	
	0%	1%	5%/ 3%	10%/ 10%	15%	
Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization (Target / Actual)	Percentage of women employed in the whole organization (Target / Actual)	Percentage of women employed in the whole organization (Target / Actual)	Percentage of women employed in the whole organization (Target)	
16%	20%	30 %/ 27%	35%/37%	45%		
Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target)	
15%	25%	30%/33%	35%/ 35%	45%		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Diversity, Equity and Inclusion	% of the total workforce trained on diversity, equity and inclusion	% of the total workforce trained on diversity, equity and inclusion (Target / Actual)	% of the total workforce trained on diversity, equity and inclusion (Target / Actual)	% of the total workforce trained on diversity, equity and inclusion (Target / Actual)	% of the total workforce trained on diversity, equity and inclusion (Target / Actual)	
	100%	100%/100%	100%/100%	100%/100%	100%	
Discrimination & Harassment	Number of training sessions on Discrimination and harassment conducted	Number of training sessions on Discrimination and harassment conducted	Number of training sessions on Discrimination and harassment conducted (Target / Actual)	Number of training sessions on Discrimination and harassment conducted (Target / Actual)	Number of training sessions on Discrimination and harassment conducted (Target)	
	1	2	2/2	2/2	4	
	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	
100%	100%	100%/100%	100%/100%	100%		
# of Employee Resource Groups Conducted	# of Employee Resource Groups Conducted (Target / Actual)	# of Employee Resource Groups Conducted (Target / Actual)	# of Employee Resource Groups Conducted (Target / Actual)	# of Employee Resource Groups Conducted (Target / Actual)	# of Employee Resource Groups Conducted (Target)	
0	0	0/1	2/3	5		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Discrimination & Harassment	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents 100%	Percentage of Departments with Zero Reported Incidents 100%/100%	Percentage of Departments with Zero Reported Incidents 100%/100%	Percentage of Departments with Zero Reported Incidents 100%	
Social Dialogue	# of Hours Worked (Manhours) 641689	# of Hours Worked (Manhours) 7,80,000	# of Hours Worked (Manhours) 8,00,000/7,90,000	# of Hours Worked (Manhours) 2,63,681	# of Hours Worked (Manhours) -	
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100% / 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100%	
	Incident of non-potable drinking water Identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL/NIL	Incident of non-potable drinking water identification NIL/NIL	Incident of non-potable drinking water identification NIL	

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Social Dialogue	Numbers of Working condition risk assessment conducted	Numbers of Working condition risk assessment conducted	Numbers of Working condition risk assessment conducted	Numbers of Working condition risk assessment conducted	Numbers of Working condition risk assessment conducted	
	1	1	2/2	3/3	3/	
	% employees covered by the insurance plan	% employees covered by the insurance plan	% employees covered by the insurance plan	% employees covered by the insurance plan	% employees covered by the insurance plan	
	100%	100%	100% / 100%	100% / 100%	100% /	
% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	
60%	80%	90% / 100%	100%/100%	100%		
Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	
NIL	NIL	NIL / NIL	NIL/NIL	NIL		

SOCIAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Social Dialogue	% of the total workforce covered by formally- elected employee Representatives 100%	% of the total workforce covered by formally- elected employee Representatives 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally- elected employee representatives (target/ Actual) 100%/100%	% of the total workforce covered by formally- elected employee representatives (target/ Actual) 100%	
	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions (Target/ Actual) 100%/100%	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) 100%/100%	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) 100%	
Corporate Social Responsibility	# of social initiatives at National and Local level 2	# of social initiatives at National and Local level 4	# of social initiatives at National and Local level 5/3	# of social initiatives at National and Local level TBD	# of social initiatives at National and Local level TBD	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	
	NIL	NIL	NIL /NIL	NIL /NIL	NIL	
	People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery(in Manhours)	People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery (in Manhours)	
	75	150	250/230	400/420	500/	
# of confirmed corruption incidents	# of confirmed corruption incidents	# of confirmed corruption incidents	# of confirmed corruption incidents	# of confirmed corruption incidents	# of confirmed corruption incidents	
0	6	5/4	0/0	0		
Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentageof operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	
0 %	100%	100%/100%	100%/100%	100%		
Information Management	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	
	0%	100%	100%/100%	100%/100%	100%	
# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	
NIL	NIL	NIL / NIL	NIL / NIL	NIL /		

GOVERNANCE

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Information Management	# of confirmed Information Security incidents NIL	# of confirmed Information Security incidents NIL	# of confirmed Information Security incidents NIL/ NIL	# of confirmed Information Security incidents NIL/NIL	# of confirmed Information Security incidents NIL	
	Data Retention Compliance: 100%	Data Retention Compliance: 100%	Data Retention Compliance: 100% /100%	Data Retention Compliance: 100% /100%	Data Retention Compliance: 100%	
	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL / NIL	User Complaints: NIL / NIL	User Complaints: NIL	
Value Chain	Suppliers evaluated for ESG Performance (in %) 10%	Suppliers evaluated for ESG Performance (in %) 20%	Suppliers evaluated for ESG Performance (in %) 30 % / 25 %	Suppliers evaluated for ESG Performance (in %) 50 %/50%	Suppliers evaluated for ESG Performance (in %) 90 %/	
	Suppliers evaluated for CSR Reporting (Onsite) (in %) 10%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 20%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 25 % /15 %	Suppliers evaluated for CSR Reporting (Onsite) (in %) 50 % / 50%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 60 %/	
	% of suppliers evaluated for CSR assessment (in %) 10%	% of suppliers evaluated for CSR assessment (in %) 20%	% of suppliers evaluated for CSR assessment (in %) (Target / Actual) 25 % /15%	% of suppliers evaluated for CSR assessment (in %) (Target / Actual) 50 % /50%	% of suppliers evaluated for CSR assessment (in %) (Target / Actual) 60 %/	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0 / 1	Average Number of Non-Conformities Found per supplier 0 /0	Average Number of Non-Conformities Found per supplier 0/	

GOVERNANCE

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Value Chain	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	
	0	0	0 / 0	0/0	0	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	
	100 %	100 %	100 % / 100 %	100 % /100%	100 %	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	
	100 %	100 %	100 % / 100 %	100 % /100%	100 %/	
Integration of sustainability clauses in supplier Contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	
100 %	100 %	100 % / 90 %	100 % /100%	100 %/		
Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	
50 %	100 %	100 % / 100 %	100 % /100%	100 % /		

GOVERNANCE

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Value Chain	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	
	50 %	100 %	100 % / 90 %	100 % / 100%	100 % /	
	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	
	0 %	0 %	100 % / 90 %	100 % / 100%	100 % /	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	
	0	0	0 / 0	0/0	0	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	
	10%	20%	50%/ 50%	50%/ 50%	100%	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Anti-Competitive Practice	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL/NIL	Incident of Deceptive Advertising: NIL	
	% departments covered under Risk Assessment/Internal Audit 100 %	% departments covered under Risk Assessment/Internal Audit 100 %	% departments covered under Risk Assessment/Internal Audit 100 % / 100 %	% departments covered under Risk Assessment/Internal Audit 100 % /100%	% departments covered under Risk Assessment/Internal Audit 100 %/	
Ethics	Percentage of total workforce trained on business ethics issues (%) 50%	Percentage of total workforce trained on business ethics issues (%) 90%	Percentage of total workforce trained on business ethics issues (%) 100 % / 100%	Percentage of total workforce trained on business ethics issues (%) 100% /100%	Percentage of total workforce trained on business ethics issues (%) 100%/	
	Employee feedback on ethics training (satisfaction rate) 50%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% / 90%	Employee feedback on ethics training (satisfaction rate) 100% /100%	Employee feedback on ethics training (satisfaction rate) 100%/	
	Number of reports related to whistleblower procedure NIL	Number of reports related to whistleblower procedure NIL	Number of reports related to whistleblower procedure NIL / NIL	Number of reports related to whistleblower procedure NIL/NIL	Number of reports related to whistleblower procedure NIL	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100% / 100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%/100%	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues 100%	

GOVERNANCE

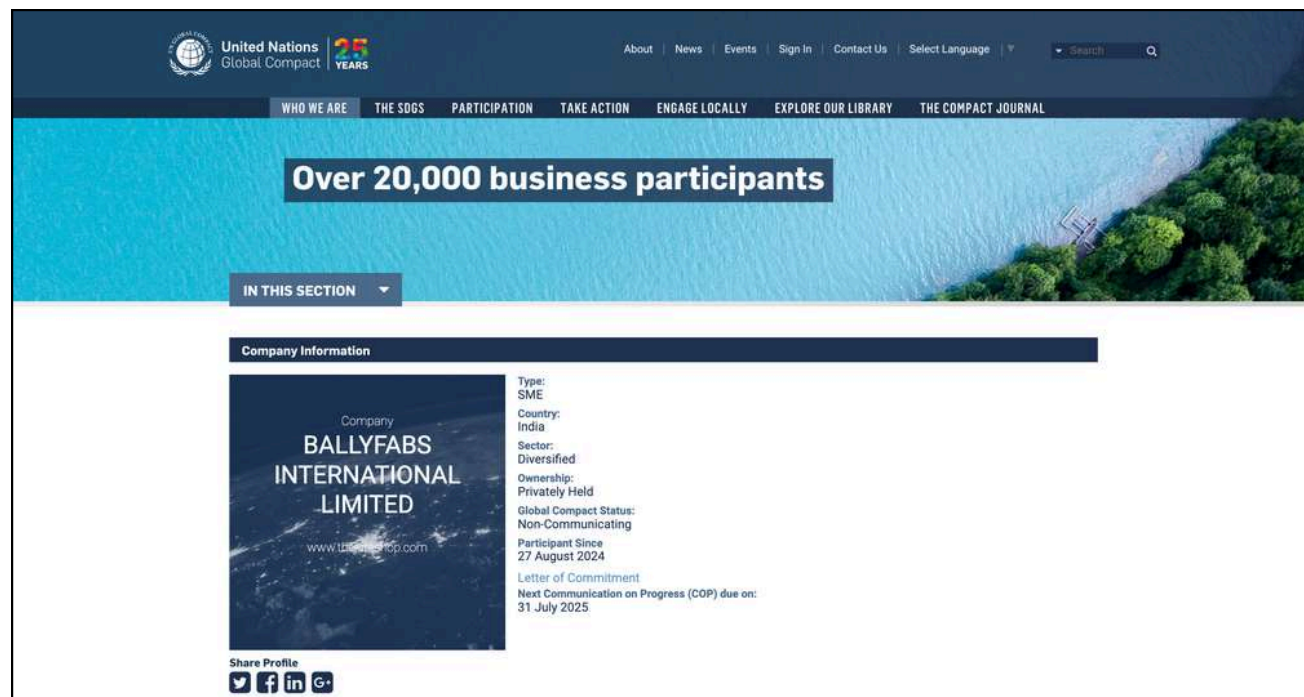
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target	UN - SDGs
Customer Health and Safety	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products (Target / Actual)	# complaints related to use of products (Target / Actual)	# complaints related to use of products	
	0	0	0 / 0	0 / 0	0	
	Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %	
	100%	100%	100% / 100%	100% / 100%	100%	
	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	
100%	100%	100% / 100%	100% / 100%	100% /		
Customer safety training sessions Conducted	Customer safety training sessions Conducted	Customer safety training sessions Conducted	Customer safety training sessions Conducted	Customer safety training sessions Conducted	Customer safety training sessions Conducted	
0%	50%	70 % / 65 %	80 % / 80%	100 %		
Social Dialogue	Customer Feedback of Satisfaction Rate in Sustainability Session/ Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session/ Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session/ Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session/ Meeting	
	0%	55%	100% / 85 %	100% / 100%	100%	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	
0	0	0 / 0	0 / 0	0		

UNGC

GRI 2-22 | GRI 2-23 | GRI 2-25 | GRI 3-3 | GRI 302-1 to 302-5 | GRI 305-1 to 305-5

UNGC Participation Overview:

Bally Fabs International Ltd. is a participant in the United Nations Global Compact (UNGC), aligning its operations with the Ten Principles on human rights, labour, environment, and anti-corruption.



Certifications Coverage & External Assurance

GRI 2-5 | GRI 2-27 | GRI 3-3

Ballyfabs holds ISO 37001, ISO 14001, ISO 45001, ISO 27001 and SA 8000 certifications, which comprehensively cover all its operational locations and encompass all employees within the organization.

ISO 37001:2016
International standard for Anti-Bribery Management Systems (ABMS).

ISO 14001:2015
Environmental Management Systems

ISO 45001:2018
Occupational Health & Safety Management Systems

ISO 27001 2018
Information Security Management System (ISMS)

SA 8000:2014
social certification standard

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THE JUTE SHOP

THE JUTE SHOP



3, Haren Mukherjee Road, Belur, Howrah, Kolkata - 711202,
West Bengal

Vill-gangarampur, PO-Dakshin Alipore, ps-Bishnupur, Dist-South
24 Parganas, Pin-743503, West Bengal, India



www.thejuteshop.com



+91 33 22892516

